

**Ground Rules for Collective Bargaining Between Western Washington University
and
Western Academic Workers United/International Union, United Automobile, Aerospace, and
Agricultural Implement Workers**

These ground rules shall apply to negotiations between Western Washington University and the Western Academic Workers United / International Union, United Automobile, Aerospace and Agricultural Implement Workers (UAW) and shall remain in full force and effect until a full Tentative Agreement is reached and ratified.

Ground Rules

1. Both parties represent they have the lawful authority to make binding Tentative Agreements on behalf of their respective groups, subject to ratification of the proposed Agreement by both parties.
2. The parties acknowledge the statutory requirements contained in RCW 41.56.
3. Each bargaining team will be responsible for the selection of its team members.
 - a) In accordance with Article 29.2 of the Collective Bargaining Agreement (CBA), The University shall provide paid release time from their regular working hours for up to seven (7) ESEs, and seven (7) OSEs, designated by the Union, for the purpose of bargaining a replacement agreement. Student workers will coordinate with their supervisor(s) to minimize any disruption of their employment duties associated with their participation in bargaining.
 - b) This does not preclude either side from including individuals for administrative support.
4. Bargaining team members and their supervisors are expected to coordinate together to reduce workloads to accommodate time spent in bargaining sessions. The University will ensure no loss in pay and benefits.
5. Scheduling: Both the Employer and the Union are committed to bargaining in good faith and reaching an agreement as soon as possible. The Parties agree to schedule bargaining sessions at agreeable dates and times at least two weeks in advance of each session, when possible. Bargaining shall begin at the agreed upon start time. The parties agree to schedule negotiations between 9:00 a.m. and 5:00 p.m., Monday through Friday, and outside of those hours as mutually agreed. To the extent possible, the Parties shall be prepared to begin each bargaining session at the agreed upon time. If it is not possible to begin on time, the Party unable to begin shall notify the other party and indicate when they will be ready to bargain.
 - a) Meeting Cancellation: If one or both Parties cannot proceed with a meeting due to unforeseen circumstances or the inability to prepare for items on the Agenda (section 7), it shall endeavor to notify the other Party no less than twenty-four (24) hours in advance for remote negotiation sessions and no less than two (2) business days in advance for in-person negotiation sessions.
6. Venue: Bargaining sessions shall be held in person at the time agreed upon by the Parties. Meetings will take place in the Old Main Solarium, VU 567 conference room, or a similar capacity space. In-person hybrid meetings or online meetings shall be held if agreed upon by the Parties. Meetings will be made accessible to all through the use of verbal descriptions of any visuals used, and any other necessary reasonable accommodation for meeting attendees as defined by the ADA. All requests for reasonable accommodations should be requested in advance of the meeting time to allow the University adequate time to review and accommodate requests. A separate room shall be made available so that the Union and Employer may hold caucuses. Both rooms should have access to wifi, a display screen,

, and adequate space and power outlets. The Parties agree to equally share the cost associated with any meeting venue used for collective bargaining negotiations.

7. Agenda: If possible, at the end of each bargaining session, the Parties will agree on an agenda and start and end times for the next session so everyone comes prepared and has the appropriate people for discussion/decision-making at the table. The existence of an agenda does not limit either Party from raising any issue it deems appropriate at any time.
8. Communication: Each party will make its best efforts to respond to any emails regarding the upcoming bargaining session prior to the commencement of the meeting.
9. Conduct of meetings
 - a. Screen sharing: Each party will designate at least one member of their team who will receive access to the display screen.
 - b. Speakers: Either Party may invite subject matter experts to a negotiation session with at least twenty four (24) hours notice to the other Party, unless a lesser timeframe is mutually agreed upon.
 - c. Caucuses: Either side may caucus at any time. While the Parties recognize the importance of caucuses, both Parties agree to respect the committed time of the bargaining session and to keep the other Party apprised of the time needed. Caucuses will not be used for preparation, but may be used to develop responses to proposals.
 - d. Chief Spokesperson(s): Each party may designate a Chief Spokesperson(s) to whom all proposals, requests for information or general concerns will be submitted. Only one person may speak at a time. All proposals and requests for information will be in writing.
 - e. Communication Devices: The parties agree to silence the ringers on cell phones and other communications devices during bargaining sessions.
 - f. Observers: Both parties agree that bargaining sessions may be attended by silent observers.
10. Meeting minutes: Each party is responsible for keeping their own minutes and notes of the bargaining process. There will be no joint minutes. There will be no audio or video recording of the bargaining sessions.
11. Tentative agreements: All agreements reached are tentative until the parties reach a final agreement. In the interim, however, as agreements are reached on individual articles, the parties shall sign and date these tentative agreements. Tentative agreements shall be signed, dated and marked with a "TA" by designated signatories for both parties, and may be signed electronically. After an Article is "TA'd", the Article may be reopened only if there is mutual agreement by both parties. Any signed Tentative Agreements will be recommended for ratification by the parties, to their respective groups.
12. Proposal tracking: All proposals and counter proposals will be in writing (typed), with strike through to show deletions, and underlines to show additions. Proposals, counter proposals, and tentative agreements will be electronically shared between the parties immediately after their discussion so that the proposals and tentative agreements can be tracked. All proposals, tentative agreements, and counter proposals will contain the name of the party proposing and the date of the proposal on the document.
 - a) Proposals generally will be shown in legislative format and each proposal will be presented in an electronic document (Google Doc, Microsoft Word, OpenDocument Format) via email, or in another mutually agreed upon format.
 - b) Each party will be responsible for the cost of its own copies, proposals, counter-proposals and related materials.

13. Attendance: Bargaining sessions will be closed to the press and the public, not including students, faculty and those working/living on campus. Each party has a right to determine its own representatives.
14. General conditions: Upon mutual agreement of the parties, any one or all of the above Ground Rules may be ~~suspended~~ revisited ~~for a time period set and agreed upon.~~

For WWU



Tim Reynolds

4/3/26

at 10:20am

Kim Merino



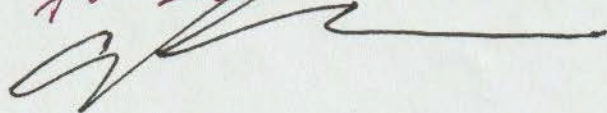
Kelly Martin



Sophia Maynard



Abe Levine



WWU TA PROPOSAL: OPERATIONAL AND EDUCATIONAL STUDENT EMPLOYEES
Article 1: Recognition

04/27/2026

Article 1 – Recognition

- 1.1 **Bargaining Unit.** In accordance with PERC Case No.136078-E-22, PERC Case No. 144384-E-25, and RCW 41.56, Western Washington University hereby recognizes Western Academic Workers United, International Union, United Automobile, Aerospace and Agricultural Implement Workers of America, AFL-CIO as exclusive bargaining representative for all employees included in the bargaining unit.

For WWU

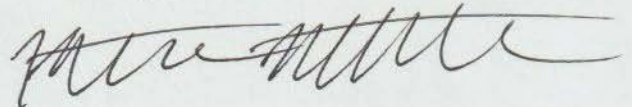


4/27/26

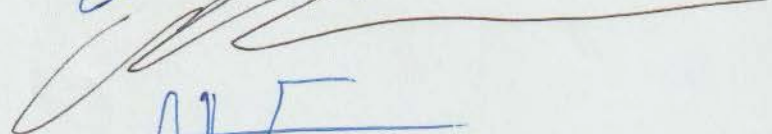
at 1:35pm

For the Union

Halley Moss



Coopering



AE



Sophia Maynard

Tentative Agreement 4/6/26

Article 2 – Scope of Agreement

2.1 Purpose. It is the purpose of this Agreement to provide for the wages, hours and terms and conditions of employment of the ~~Student Workers educational student employees~~ (“ESEs”) covered by this Agreement.

2.2 University Policies and Regulation. This Agreement supersedes specific provisions of University policies, rules, regulations and procedures with which it conflicts. Unless superseded by a specific provision of this Agreement the University’s policies, rules, regulations and procedures, as currently written, or amended, will apply to all employees. The University will notify the Union of any proposed changes to existing policy and proposed new policy affecting mandatory subjects of bargaining.

2.3 Severability/Savings Clause. This Agreement is subject to the law as it currently exists or is hereafter amended. If any term or provision of this Agreement is, at any time during the life of this Agreement, adjudged by a court or administrative body of competent jurisdiction to be in conflict with any law, such term or provision will become invalid and unenforceable, but all of the remaining provisions of the Agreement that are not rendered meaningless, inoperable or ambiguous as a consequence of the court’s or administrative body’s ruling shall remain in full force and effect. The parties shall meet as soon as practicable to negotiate in good faith with respect to the effects of any term or provision of this Agreement found to be in contravention of the law.

2.4 Bargaining Changes to Mandatory Subjects. Except as provided in this Agreement or by applicable law, the University will satisfy its collective bargaining obligation before changing a matter that is a mandatory subject. The Employer will notify the Union of the proposed changes in writing and the Union may request discussions about and/or negotiations on the impact of these changes on ~~Student Workers’ ESE’s~~ working conditions. The Union will notify the AVP of Human Resources in writing of any demands to bargain. In the event the Union does not request discussions and/or negotiations within twenty-one (21) calendar days, the University may implement the changes without further discussions and/or negotiations. Unless otherwise agreed, the parties will begin bargaining within thirty (30) calendar days of the receipt of the request to bargain. There may be emergency or mandated conditions that are outside of the University’s control requiring immediate implementation, in which case the University will notify the Union as soon as possible.

For WWU

Sophia Maynard

For WWU

[Signature]

4/6/26 at

9:43am

[Signature]

[Signature]

4-6-26

4.6.26

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T A
WAWU COUNTER PROPOSAL: ARTICLE 3 - GRIEVANCE PROCEDURE

27
05/20/2026
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3.1 Purpose. This procedure is to provide the process for the prompt and fair resolution of grievances as defined in Section 3.2 below. Nothing in this procedure shall preclude an ESE or the Union from resolving disagreements informally.

3.2 Definition of Grievances. A grievance is a claim by an employee or group of employees covered by this Agreement, or by the Union, that the University has committed a violation, misapplication or misinterpretation of the terms of this Agreement.

3.3 Informal Resolution. The Union and the University encourage problem resolution between employees and management and are committed to settling disputes as soon as possible and at the lowest possible level.

3.4 Time Limits.

3.4.1 Time limits within the grievance procedure may be waived or extended by the written, mutual agreement of both parties. If the Union, on behalf of the ESE, fails to act or respond within the specified time limits, the grievance will be considered waived. If the University fails to respond within the specified time limits, the grievance will proceed to the next step of the grievance procedure.

3.4.2 The day after the event, act or omission shall be the first day of a timeline under this Article. In the event that a time limit under this Article ends on a weekend or holiday, the deadline will be extended automatically to the following University business day.

3.4.3 Submissions will be considered timely under this Article if they are received by 5:00 p.m. Pacific Time on the last day called for under an applicable time limit.

3.5 Submission of Grievances and Responses.

3.5.1 All grievances and requests for arbitration must be submitted to the University's Human Resources Office and may be sent to relevant supervisor(s), by hard copy or electronic mail. University responses will be submitted to the Union's business office by hard copy or electronic mail.

3.5.2 Unless mutually agreed, multiple grievances arising out of unrelated events must be submitted, and will be processed, separately.

3.5.3 Grievances shall include the following:

- A. the specific provision(s) of the Agreement allegedly violated, misinterpreted, or misapplied;
- B. a statement of the facts upon which the grievance is based, including the date on which the alleged grievance occurred; and
- C. the remedy sought.

3.7 Process.

3.7.1 Step One. Step One is encouraged but optional. The Union shall submit the initial

grievance, including grievances initially filed at Step Two, within twenty-eight (28) calendar days of the day the ESE(s) or the Union knew or reasonably should have known of the event(s) giving rise to the grievance. The appropriate unit head (or designee) will respond to the grievance in writing within fourteen (14) calendar days after receipt.

3.7.2 Step Two. If the grievance is not resolved at Step One the Union may appeal in writing within fourteen (14) calendar days. The Dean, Provost, Vice President or designee shall meet with the Union and grievant regarding a Step Two appeal (or where permitted, initial filing) within fourteen (14) calendar days of receiving the appeal or filing. The Dean, Provost, Vice President or designee will issue a written response to the grievance within fourteen (14) calendar days of the meeting. The requirement of a meeting may be waived by mutual agreement.

3.7.3 Step Three. If the grievance is not resolved at Step Two, the Union may appeal in writing within fourteen (14) calendar days. The AVP of Human Resources (or designee) shall meet with the Union and grievant within fourteen (14) calendar days of receiving the Step Three appeal. The AVP of Human Resources (or designee) will issue a written response to the grievance within seven (7) calendar days of the meeting. The requirement of a meeting may be waived by mutual agreement.

3.7.4 Step Four. Arbitration. In the event the parties are unable to resolve the grievance at Step Three, the Union may demand arbitration of the grievance by submitting a written demand within fourteen (14) calendar days of its receipt of the Step ~~Three~~Two response. The Union's arbitration demand shall state the issue to be arbitrated, and the remedy sought. Upon mutual agreement, the parties may submit a grievance to mediation using a mediator appointed by the Public Employment Relations Commission. Mediation services shall run concurrent with Step Three and shall not prevent nor delay the scheduling of an arbitration hearing.

3.8 Arbitration.

3.8.1 Arbitrator Selection. The parties may mutually agree upon an arbitrator. In the event that no such agreement is reached within fourteen (14) calendar days of the Union's arbitration demand, the Union will request a list of seven (7) arbitrators from Washington and/or Oregon provided by the American Arbitration Association. Within seven (7) calendar days following the receipt of the list of eligible arbitrators, the parties' representatives will meet or confer to select an arbitrator. The parties will each strike three (3) arbitrators from the list in an alternating order, and the remaining arbitrator shall hear the dispute. The party exercising the first strike shall be the loser of a flip of a coin.

3.8.2 Arbitrability. Challenges to the arbitrability of a grievance shall be resolved in a proceeding separate from and prior to arbitration on the merits of the grievance.

3.8.3 Authority. The arbitrator shall not have the power or jurisdiction to render a decision that adds to, subtracts from, alters, amends or modifies in any way the terms and conditions of Agreement.

3.8.4 Procedure. Arbitration will take place in accord with the Labor Arbitration Rules of the American Arbitration Association (AAA) unless the parties agree otherwise in writing.

3.8.5 Decision. The arbitrator will issue a written decision to the parties within thirty (30) calendar days after the close of the hearing(s) or the submission of the post hearing briefs, whichever is later. The decision of the arbitrator shall be final, conclusive, and binding on the University, the Union, and the ESE(s); provided that the decision does not include action by the

arbitrator beyond his or her jurisdiction.

3.8.6 Arbitration Cost. Any expenses related to an appeal to the third-party process shall be borne by the University.

A. The expenses and fees of the arbitrator and the cost (if any) of the hearing room shall be shared equally by the Union and the University. If one party chooses to use a court reporter, the requesting party shall bear the costs associated with the court reporter. The other party may obtain a copy of the court reporter's report by agreeing to share the cost of the court reporter at the time it makes the request for a copy of the report and transcript by paying half the costs charged to produce the report and transcript.

B. If the arbitration hearing is postponed or canceled because of one party, that party will bear the cost of the postponement or cancellation. The cost of any postponement or cancellation based on mutual agreement will be shared equally by the parties.

C. Each party is responsible for the costs of its staff representatives, attorneys, and all other costs related to the development and presentation of its grievance.

FOR THE UNIVERSITY

U. M. H. 3/27/26
HR Director

FOR THE UNION 10:50

Cambino 5.27
Isaiah
[Signature]
Alvin M. [Signature]
[Signature]
[Signature]
[Signature]
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[Signature]

WAWU Tentative Agreement:

Article 4: Wages

June 11, 2026

Package counter

5:00 p.m.

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4.1 ~~Minimum Rates of Pay.~~ Job Levels. Job levels for Student Workers ~~ESE~~ are described in Table ~~15~~. Student Workers ~~ESE~~ who move to a higher-level position in the same job classification will receive an increase of at least five percent (5%).

4.1.1 ~~Automatic Longevity Step Increases. Beginning September 16, 2026, Hourly & Stipend University Residence~~ Student Workers who remain in the same job title in the same department position for three consecutive ~~one (1)~~ academic ~~year~~ quarters will receive a minimum of ~~1.5~~ 2.5% ~~four one percent step increase~~ in the next consecutive academic fall quarter if they remain in the same job title in the same department. ~~(to at least the minimum of next highest Level 1, 2 or 3) annually on their date of hire. This increase will be in addition to any increase student workers receive due to annual increase in minimum hourly rates or stipend amount pursuant to Sections 4.2.1, 4.3, and 4.4.2.A.~~

4.1.2 Student Workers ~~ESE~~ may be appointed to a higher job level and pay at the discretion of the Department or Hiring Unit. In making promotion decisions, Departments and Hiring Units are encouraged to take a Student Worker's ~~an ESE's~~ job experience, performance, and time worked into account.

Table ~~15~~: Job Levels:

1	The Student Worker at Job Level 1 is an entry-level position designed for students who are currently pursuing their education and are seeking practical work experience. This position works under direct supervision, with tasks and responsibilities assigned and overseen by a supervisor or experienced staff member. The role requires little to no independent decision-making, as guidance and instructions are provided for most tasks, and involves performing basic tasks or using standard systems. This role excludes responsibilities related to handling money or financial transactions.
2	The Student Worker at Job Level 2 is designed for students who have gained a moderate level of experience and are ready to take on more complex tasks and responsibilities. This role involves performing moderately complex duties under general supervision, with an increased level of responsibility and the

	,use of independent judgment. This role typically requires specialized training and knowledge of non-standard internal systems or processes. This position is ideal for students looking to take on more complex tasks and responsibilities while developing their skills. This role <u>may</u> includes responsibilities related to handling money or financial transactions.
3	The Student Worker at Job Level 3 is an advanced position designed for students who have substantial experience and are capable of handling complex tasks with minimal supervision. This role involves a high level of responsibility and judgment, including the potential to lead or direct the activities of other student employees. This position is ideal for students looking to further their practical experience, taking on complex tasks and/or leadership responsibilities while sharpening their skills.
WURT	Salaried undergraduate position combines academic, professional skills development, and work-related responsibilities in one role. Compensation is based on the work-related duties as defined in the position description and performance is assessed wholistically <u>and in keeping with job levels 1, 2, and 3 as defined above</u>. Duties may include but are not limited to participating in mentoring and researcher training activities; developing discipline-specific research skills and knowledge; assisting with laboratory, studio, field, archival, or theoretical research work; attending meetings and conferences; and assisting in preparing and presenting research materials, presentations, or reports.
Graduate Salaried Student Worker Positions	Departmental Graduate Research/Teaching Assistant: This position has responsibilities comparable to a salaried graduate research or teaching assistant. Student Affairs Graduate Assistant: Under minimal supervision, serves as an entry-level advisor in the Division of Student Affairs/Academic Support Services. Provides information and advice based on in-depth knowledge and an ability to exercise professional <u>judgement</u>. Duties may include basic counseling and advising, events programming, evaluation of financial aid applications, and supervising other student staff members. This position requires an understanding of student development, academics, and the overall goals of the Student Affairs function.

4.2 Undergraduate Hourly Student Worker Minimum Rates

4.2.1 All undergraduate ~~Hourly~~ Student Workers ESE positions are assigned by the University to level 1, 2 or 3 based on duties, responsibilities and experience required for the position (Table 15). The minimum hourly rates for positions in each of the three levels, and the changes to those rates during the term of this Agreement, are set forth below. ~~Tables 1, 2 and 3~~. Graduate students may accept employment in an undergraduate hourly position, subject to the hourly rates in this Agreement ~~Tables 1, 2 and 3~~. Nothing in this Agreement limits the University's ability to pay a Student Worker ESE at a rate greater than the minimums below.

Table ~~4~~2: Undergraduate Hourly Student Worker Minimum Rates

Job Level	Minimum Hourly Rate <u>Effective Sept 1st 2026</u>
1	\$19.79
2	\$21.29
3	\$22.79

Effective September 16, 2026, these Undergraduate Hourly Student Worker Rates (Level 1, 2, and 3) shall each be increased annually by 2% 2.53.525%, or by the increase provided to the Washington Federation State Employees / Public School Employees for the applicable fiscal year, whichever is higher. On September 16th, 2027 and 2028, these hourly rates shall be increased by a minimum of 2.5% 1.5 % or the increase provided to the Washington Federation State Employees/Public School Employees for the applicable fiscal year, whichever is higher.

4.3 ~~4.1.2~~ Undergraduate Research Trainees, Graduate Teaching Assistant, and Graduate Research Assistant Salaries

The minimum monthly salary for Undergraduate Research Trainees and ~~g~~Graduate Teaching and Graduate Research Assistant ~~ESE~~ positions at 0.50 FTE, and changes to the minimum salary during the term of this Agreement, are set forth below. Salaries will be prorated for Undergraduate Research Trainees and ~~g~~Graduate Teaching and Graduate Research Assistants ~~ESE~~ working different FTEs. Graduate Student Workers ~~ESEs~~ may also be paid on an hourly basis. ~~either in a Graduate Teaching Assistant or Research Assistant position (See below Table 4 for minimum hourly rates) or in a position identified in Section 4.1.1 (See Tables 1, 2 and 3 for minimum hourly rates).~~ Nothing in this Agreement limits the University's ability to pay an Undergraduate Research Trainee and ~~g~~Graduate Teaching and Graduate Research Assistant ~~ESE~~ at a rate greater than these ~~se~~ minimums ~~below~~.

Table 3: Salaried Position Classification and Minimum Pay

Job Classification Level	Monthly Amount <u>Effective Sept 1st 2026</u>	Hourly Equivalent <u>Effective Sept 1st 2026</u>
Undergraduate Research Trainee	\$1716- 1914.40	\$19.79- 23.93
4 Graduate Teaching Assistant Graduate Research Assistant	\$2068	\$23.86

Effective September 16, 2026, the Undergraduate Research Trainee, Graduate Teaching Assistant and Graduate Research Assistant Monthly Amount and Hourly Equivalent shall be increased ~~annually~~ by ~~2%~~ ~~2.5%~~ ~~3.525%~~ ~~or by the increase provided to~~

~~the Washington Federation State Employees / Public School Employees for the applicable fiscal year, whichever is higher. On September 16, 2027 and 2028, these salary/hourly rates shall be increased by a minimum of 2.5%1.5% or the increase provided to the Washington Federation State Employees/Public School Employees for the applicable fiscal year, whichever is higher.~~

4.4 Stipend~~ed~~ Student Workers (Residence Life)

4.4.1 The University shall continue current compensation and benefits to Stipend~~ed~~ Student Workers in Residence Life (currently the Resident Advisor, Inclusion Assistant, and Apartment Advisor titles):

- A. Minimum Stipend: \$2,266.69 for the 2025/26 academic year (including the additional contracted week of move-in prep / move-in)
- B. Additional Paid Training: Up to 60 hours paid at the appropriate Undergraduate Hourly Student Worker.
 - a. Meals will be included as part of the total compensation ~~at no cost~~ to the Student Worker (or an equivalent Per Diem) for each day of training
- C. A Single Room in the same hall as the work assignment will be provided ~~at no cost~~ to the Student Worker (unless assigned a temporary roommate)
- D. Board will be included as part of the total compensation ~~at no cost~~ to the Student Worker in the form of a Meal Plan available for student staff (currently Weekly 14, Weekly 10, and Weekly 7 options, per quarter) or additional stipend in lieu of the Meal Plan for Apartment Advisors.
- E. Break On-Call (~~including~~ Thanksgiving, winter break, spring break) Pay of \$70 for each day a Student Worker is on call.
 - a. \$50 Per Diem for meals for each day of Break On-call

4.4.2 ~~Effective, September 1, 2026, and every February 1st thereafter, T~~he University shall modify compensation and benefits for Stipend~~ed~~ Student Workers in Residence Life as follows:

- A. ~~Effective at the beginning of For~~ the 2026-2027 academic year, ~~t~~he minimum stipend shall be increased ~~annually~~ by 2% ~~2.5% 3.5%25~~, ~~or by the increase provided to the Washington Federation State Employees / Public School Employees for the applicable fiscal year, whichever is higher. For academic year 2027-2028 and 2028-2029, the minimum stipend shall be increased by 2.5% 1.5% or the increase provided to the Washington Federation State~~

Employees/Public School Employees for the applicable fiscal year, whichever is higher.

- B. Additional Paid Training. Effective at the beginning of the 2026-2027 academic year ~~The~~ pay rate for Training Hours shall be adjusted annually to the amount for Job Level 3 -appropriate Tier 3 Undergraduate Hourly Student Worker Tier 3 rate ~~Minimum Rates in Section 4.2.1.~~
- a. Meals will be included as part of the total compensation ~~at no cost~~ to the Student Worker (or an equivalent Per Diem) for each day of training
- C. A Single Room in the same hall as the work assignment ~~shall be provided~~ will be provided ~~at no cost~~ to the Student Worker, but no temporary roommates shall be required
- D. Board equal or greater to the 2025/26 benefit shall be provided as part of the total compensation ~~at no cost~~ to the Student Worker. The meal plan options that shall be provided beginning with the 2026/2027 academic year are listed below in Table 4. All eligible ~~Stipended~~ Student Workers shall be provided the option of receiving this as an additional stipend in lieu of a Meal Plan (with 2026/27 plan options or greater).
- E. Effective September 16 st6th, 2026 ~~February 1, 2027,~~ ~~b~~Break on-call (including Thanksgiving, winter break, spring break) Pay shall be increased to \$75.
- a. Per Diem for meals for each day of ~~b~~Break o~~n~~-call shall be increased to \$55.

Table 4: Meal Plan Options Effective 2026/2027 (See Board Benefit 4.4.2(D))

<u>University Residence Stipend Student Workers Meal Plans</u>	<u>Guest meal plans:</u>	<u>Dining dollars:</u>	<u>Quarterly Value</u>
<u>Unlimited (Included at no additional cost)</u>	<u>10</u>	<u>0</u>	<u>\$1,965.00</u>
<u>Weekly 14 (Included at no additional cost):</u>	<u>10</u>	<u>\$195.00</u>	<u>\$1,965.00</u>
<u>Weekly 10:</u>	<u>5</u>	<u>\$515.00</u>	<u>\$1,965.00</u>

<u>Weekly 7 Plus RA:</u>	<u>3</u>	<u>\$715.00</u>	<u>\$1,965.00</u>
<u>110 Quarter Block:</u>	<u>5</u>	<u>\$415.00</u>	<u>\$1,965.00</u>
<u>90 Quarter Block</u>	<u>3</u>	<u>\$615.00</u>	<u>\$1,965.00</u>

~~F. Stipended Student Workers scheduled to work on Holidays (Article 18) shall receive 150% of the appropriate Undergraduate Hourly Student Worker Minimum per Holiday.~~

~~G. All other compensation and benefits shall remain unchanged.~~

~~4.4.3 **Limited Reopener.** The parties acknowledge that housing and dining costs and availability may materially change during the term of this Agreement. Accordingly, either party may reopen negotiations during the time period indicated below regarding university-provided housing, dining benefits and meal plans, meal allowances, or related housing and dining benefits for Stipend Student Workers (Residence Life) should those costs change:~~

~~A. Reopener negotiations shall be limited solely to housing-related benefits and shall not address any other provisions of this Agreement. Notwithstanding the term of this Agreement, the parties may reopen negotiations during the period of September 16th 2026 through September 16th 2028.~~

~~B. All other provisions of the Agreement shall remain in full force and effect and shall not be subject to bargaining absent mutual agreement of the parties. Negotiations shall commence within fifteen (15) calendar days following receipt of written notice to reopen negotiations.~~

~~**4.5 Campus Dining Committee.** All meal plan programs will be subject to regular review by the Campus Dining Committee, which will include a representative from WAWU. The Committee's purpose is to:~~

~~A. Advise the Executive Director of University Residences and the Dining Service's Resident District Manager on matters concerning the quality of service and to respond to new initiatives proposed for the campus dining program.~~

~~B. Assess and advocate residential student dining service needs.~~

~~C. Review the Annual Plan, which includes budgets, operating hours, menus and staffing needs.~~

- ~~D. Provide input in the design and development of new or renovated dining service facilities.~~
- ~~E. Educate the student population regarding on-campus dining services.~~
- ~~F. Evaluate and improve the eligibility for opt out provisions of the Meal Plan for Stipend Student Workers.~~

4.6 Meal Plan Benefit Materials for Stipend Student Workers. By August 1, 2026 ~~the~~ parties will ~~jointly~~ develop materials that explain Meal Plan options available to Stipend Student Workers as part of their total compensation and the relationship between the campus dining program and the objectives of the position (including, community development, relationship building and the overall interpersonal, social, and academic success of campus residential students). The materials will also explain what options exist for eligible Stipend Student Workers to opt out of the program, the considerations (i.e. taxation, eligibility for financial assistance such as SNAP, etc) associated with opting out, and the processes for doing so. The parties will update these materials each academic year as needed to reflect any changes to the Board Meal Plan program.

MEMORANDUM OF UNDERSTANDING
BETWEEN
Western Washington University
AND
WAWU

The Parties mutually recognize the primary responsibility of students serving in the roles of Resident Advisor (RA), Inclusion Assistant (IA), and Apartment Advisor (AA) is to play a vital role in maintaining a residential environment that supports community development, relationship building and the overall interpersonal, social, and academic success of campus residential students.

During negotiations for ~~the 2024–2027~~ successor to the 2024-2027 collective bargaining agreement which now includes Stipend University Residence Student Workers, the Western Academic Workers United (WAWU) raised concerns regarding food insecurity among employees serving in the Resident Advisor and Inclusion Assistant positions. The Parties acknowledge, pursuant to the contractual requirements of resident students, Resident Advisors and Inclusion Assistants are required to maintain participation in a university meal plan as a condition of appointment. Apartment Advisors are excluded from this requirement because they, and the students they serve, reside in off-premises housing and are not subject to the same meal plan requirements.

The Parties further acknowledge the total compensation package provided to stipend-based University Residence Student Workers includes room and board benefits.

Accordingly, for the 2026–2028 academic years, the room and board component of compensation for Resident Advisors and Inclusion Assistants shall include access to an University-approved meal plan options or equivalent meal plan options to those identified below included in their total compensation to the Student Worker:

2026-28 Academic Year Meal Plans			
University Residence Stipend Student Workers Meal Plans	Guest Meal Plans	Dining Dollars	Quarterly Value
Unlimited (Included at no additional cost)	10	\$ -	\$ 1,965.00
Weekly 14 (Included at no additional cost)	10	\$ 195.00	\$ 1,965.00
Weekly 10	5	\$ 515.00	\$ 1,965.00

Weekly 7- Plus - RA	3	\$ 715.00	\$ 1,965.00
110 Quarter Block - NEW	5	\$ 415.00	\$ 1,965.00
90 Quarter Block - NEW	3	\$ 615.00	\$ 1,965.00

~~All meal plan programs will be subject to periodic review by the Campus Dining Committee, which will include a representative from WAWU. The Committee's purpose is to:~~

- ~~• Advise the Executive Director of University Residences and the Dining Service's Resident District Manager on matters concerning the quality of service and to respond to new initiatives proposed for the campus dining program~~
- ~~• Assess and advocate residential student dining service needs.~~
- ~~• Review the Annual Plan, which includes budgets, operating hours, menus and staffing needs.~~
- ~~• Provide input in the design and development of new or renovated dining service facilities.~~
- ~~• Educate the student population regarding on-campus dining services.~~

This Memorandum of Understanding shall remain in effect for the duration of the 2026–2028 [Collective Bargaining](#) Agreement unless modified by mutual written agreement of the Parties.

WAWU TA

~~WWU Counter~~

Article 5 – Tuition and Fees

05/29/2026

- 5.1 Salaried Tuition Waivers.** Graduate **Student Workers ESEs** with a salaried appointment equal to or greater than 50% FTE will receive a waiver for the tuition (comprised of only the operating fee, capital building fee, and student service and activity fee) and non-resident tuition (if applicable) charged by the University. Tuition and non-resident tuition waivers will be prorated for graduate **Student Workers ESEs** with a salaried appointment of less than 50% FTE (e.g., an appointment of 25% FTE will receive a waiver of 50% of tuition).
- 5.2 Hourly Tuition Assistance Stipend.** Effective September 16, 2025, **Student Workers ESEs** with hourly appointments during a quarter of the academic year (excluding summer) will receive a tuition assistance stipend for the quarter, subject to the following:
- 5.2.1 The amount of the stipend will be two dollars (\$2.00) for each hour worked during the quarter, up to a maximum of five hundred dollars (\$500) per quarter. Stipends are not available during the summer and will not accrue during quarters in which the **Student Worker ESE** is not enrolled.
- 5.2.2 Stipend amounts will be calculated and paid following the end of each quarter.
- 5.2.3 **Student Workers ESEs** who are receiving a full tuition waiver are not eligible for the stipend.
- 5.2.4 Stipends will be considered wages and subject to all applicable withholdings.
- 5.2.5 The hourly tuition assistance program described in this section will take effect only if and to the extent it is funded by the State Legislature. In the event the Legislature partially funds the program, the amount of assistance per hour worked and the maximum assistance per quarter will be reduced proportionally to match the funding provided by the Legislature. If the Legislature funds the program in a time-limited way, the program will be time limited to the same extent as the funding. The parties agree to work cooperatively to encourage legislative adoption of this program. Nothing limits the parties from exploring with the legislature alternative types of support that match or exceed the value of these stipends to bargaining unit employees.

5.3

New Fees. In the event the University imposes a new mandatory fee, the Union will be given notice and the opportunity to bargain over the impacts, with the exception of mandatory student fees initiated via student referendum.

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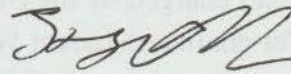


5/29/26

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For WAWU:

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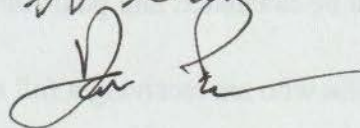






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Tentative Agreement 4/6/26

WWU/WAWU Negotiations

WWU Counter Proposal – April 6, 2026

ARTICLE 6 – JOB POSTING

- 6.1 The University shall post information on the Human Resources Student Employment Student Employment Center Website regarding open hire Student Worker ESE positions. Positions that are not open hire positions are those positions that are (a) typically assigned to Student Workers ESEs in specific degree programs or made in the context of admission to a degree program, or (b) offered under an existing advising relationship with a faculty member.
- 6.2 Open hire positions will be posted for at least two (2) weeks except in situations in which the appointment period must begin less than two (2) weeks after the job is posted. ~~Effective by September 1, 2024, job applicants will be informed of the outcome of their application within two (2) weeks of candidate selection the closing date of the search.~~
- 6.2.1 For positions where searches do not have a closing date, language should be added to the Job Posting informing applicants they will not receive notification of the outcome
- ~~6.2.2 For open hire positions, when the number of applications received exceeds the hiring department's capacity to conduct timely review, the University may limit the number of applications advanced to initial review.~~
- 6.3 All open hire position postings shall contain the following information:
- 6.3.1 Job title
 - 6.3.2 Summary of the general nature of required duties
 - 6.3.3 Minimum and any preferred qualifications
 - 6.3.4 Job % FTE for salaried employees or minimum and expected hours for hourly employees
 - 6.3.5 Start Date
 - 6.3.6 End Date
 - 6.3.7 Whether there is a possibility of appointment extension or renewal (if known) and general criteria for renewal
 - 6.3.8 Hiring unit
 - 6.3.9 Supervisor Name (if known)
 - 6.3.10 Salary/wages
 - 6.3.11 Applicable benefits

WWU/WAWU Negotiations
WWU Counter Proposal – April 6, 2026

6.3.12 Tuition and fee waiver or exemption information (if applicable)

6.3.13 A statement that the position is covered by this Agreement

6.3.14 Web address/hyperlink to the current Agreement

6.3.15 Web address/hyperlink to the Union's website

6.3.16 Work or reporting location including, if applicable, expectations relating to in person or remote requirements

6.3.17 Deadlines for application

6.3.18 Application instructions, including the name and location of the office where inquiries and applications may be submitted, and

6.3.19 An employment non-discrimination statement

6.4 The determination of job requirements and qualifications shall be made by the University. Once the University has determined the hiring criteria, hiring qualifications shall not be modified to be more restrictive nor job requirements to be more extensive during the posting period.

6.5 The University shall post all pay rates on a designated University website.

For WWU

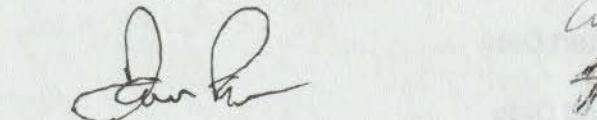
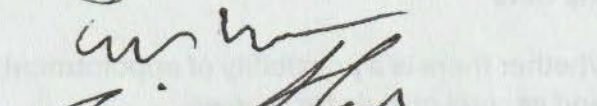
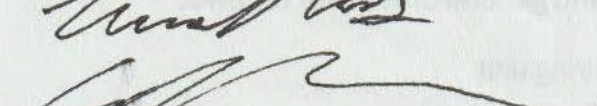
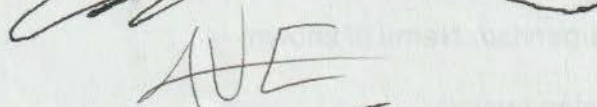
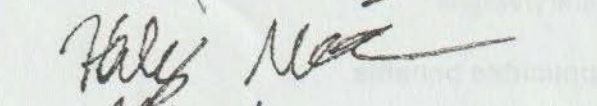

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11:06 am

For WAWU



4/6/26 at

11:07 AM


Sophia Maynard






5/20/24

WWU PROPOSAL TA: APPOINTMENT NOTIFICATION

ARTICLE 7 – Appointment Notification

05/20/26

Page 1 of 2

7.1 Graduate School Offer Letters. For graduate **Student Worker ESE** appointments that are assigned in the context of admission to a degree program, hiring units should make every reasonable effort to issue offer letters to new students two (2) weeks before their program acceptance deadline. Additional appointments may be offered to accepted students if they become available. For returning graduate students, hiring units should make every reasonable effort to issue offer letters no later than May 15th for the following academic year unless the position becomes available after that date, in which case the offer letter will be issued as soon as practicable. Offer letters shall include the following information:

7.1.1 Job % FTE

7.1.2 Start Date

7.1.3 End Date

7.1.4 Any other information included in the Appointment Letter (listed in Section 3) that is known at the time

7.2 Appointment Letters. The University will provide a written appointment letter to confirm each appointment or reappointment. The letter may be provided in electronic form. Hiring units shall issue appointment or reappointment letters as soon as reasonably practicable after appointment decisions are made.

7.3 Appointment Letter Content. The letter confirming appointment or reappointment will include the following information:

7.3.1 Job title

7.3.2 Job % FTE for salaried employees or minimum and expected hours, which may be a limited range, for hourly employees

7.3.3 Start Date

7.3.4 End Date

7.3.5 Whether there is a possibility of appointment extension or renewal, and general criteria for renewal

7.3.6 Hiring unit and supervisor

- 7.3.7 Summary of the general nature of required duties
- 7.3.8 University required trainings (if applicable). Additional training opportunities may be included.
- 7.3.9 Work location, including, if applicable, policies relating to in person or remote requirements
- 7.3.10 If applicable and known, assigned course, lab, or research project
- 7.3.11 Salary/wages
- 7.3.12 Applicable benefits, including health insurance if the position includes covered health insurance
- 7.3.13 Health insurance contact information (if relevant)
- 7.3.14 Tuition and fee waiver or exemption information (if applicable)
- 7.3.15 Response requirements, if any
- 7.3.16 A statement that the position is covered by this Agreement
- 7.3.17 Web address/hyperlink to the current Agreement, and
- 7.3.18 Web address/hyperlink to the Union's website.

7.4 Appointment Term. Appointments are subject to and contingent upon a Student Worker-an ESE meeting academic requirements as determined by the University. ~~Unless otherwise specified upon hire, all student worker appointments will conclude at the end of the academic year.~~ Appointments cease at the end of a designated term and come with no guarantee of renewal. Where appointments have the possibility of extension or re-hire as indicated in the Appointment Letter, Student Workers-ESEs will be informed at the earliest feasible date of the timeline for re-hire or reappointment decisions and any required process steps. For positions that have continuous or ongoing recruitments, Student Workers-ESEs will be informed of their status (e.g., reappointment, non-reappointment, in consideration if there are additional openings) at the same time as reappointment decisions.

7.5 Job Descriptions.

- 7.5.1 The University shall provide Student Workers-ESEs with job descriptions, which will include:
 - A. Minimum qualifications
 - B. A description of the general duties of the position
 - C. Expected hours per week, which may be a limited range

D. Minimum rate for wages/salary

7.5.2 Job descriptions will be provided to **Student Worker's ESEs** at least thirty (30) days prior to the commencement of the appointment except in situations where the position becomes available or an individual is hired less than thirty (30) calendar days before the start of the appointment, in which case the job description will be made available as soon as practicable.

7.5.3 If the duties included in an appointment letter are changed, the new position expectations will be provided to the **Student Workers ESE** in writing as soon as practicable.

for the university
XMA
HR Director

For the Union WAAV
Haly Meo

W E
Lynn Kess

JP
Cavendish

WAWU TA:
ARTICLE 8 – SCHEDULING

05/27/2026
Page 1 of 1

- 8.1 **Applicability.** This article applies to Student Workers ESEs whose positions have specific, scheduled hours.
- 8.2 **Employee Input.** Supervisors will make reasonable efforts to solicit Student Worker ESE input before making changes to an Student Worker's ESE's schedule that are ongoing in nature. When making changes to scheduled hours, supervisors will work with Student Workers ESEs to accommodate academic commitments, including classes and exams.
- 8.3 **Advance Notice.**
- 8.3.1 Student Workers ESEs will receive a written work schedule from their supervisor at least seven (7) calendar days before the start of their appointment or, for appointments made less than seven (7) calendar days prior to the start of work, as soon as practicable.
- 8.3.2 The University will provide at least seven (7) calendar days' notice before a required change in the Student Worker's ESE's scheduled hours. Schedule changes with less than seven (7) calendar days' notice may be made by mutual agreement between the supervisor and the Student Worker ESE.
- ~~8.4 **Emergency Schedule Changes.** The University may adjust a Student Worker's work schedule without prior notice during an emergency. When making emergency schedule changes to scheduled hours, supervisors will work with Student Workers to accommodate academic commitments, including classes and exams.~~
- ~~8.4.1 Interruption of workers unscheduled time. If a Student Worker is subject to emergency schedule changes, they will receive three (3) hours penalty pay plus time actually worked. The penalty pay will be compensated at the regular rate.~~

FOR THE UNIVERSITY

UUt
5/27/26

FOR THE UNION 10:50

WAWU 5-27

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WWU UNION PROPOSAL:
Article 9: Training and EPIC

06/3/26

Page 1 of 1

9.1 Training. The University will determine and provide the training necessary for ESEs Student Workers to fulfill their assigned duties. ~~For clarification, this does not include time spent obtaining preemployment certifications or qualifications.~~

9.2 Compensation for Required Training. Time spent by Student Workers ESEs in training required by the University for their Student Workers ESEs position ~~after hire date~~ will be considered time worked.

~~**9.3 Sexual harassment and Discrimination Training.** The University will provide interactive training aimed at preventing sexual harassment and discrimination and responding appropriately to it when it does occur, and the identification and discussion of the intersectional power dynamics in work situations. Attendance will be considered time worked for all Student Workers. The content of the training will be developed by the University with input and feedback by the Student Worker community.~~

9.3 EPIC Anti-Sexual Harassment and Anti-Discrimination Training. The University will provide interactive, in-person whenever possible, Empowering Prevention and Inclusive Communities ("EPIC") training for Student Workers as required by State law. ESEs beginning September, 2025. Attendance will be considered time worked for all Student Workers.

9.3.1 Training Content. The training curriculum will be aimed at preventing sexual harassment and discrimination and responding appropriately to it when it does occur, and the identification and discussion of the intersectional power dynamics in Student work situations.

9.3.2 Training Development. The content of the training will be developed and modified over time jointly between by the University, and the Union and The content will be based in part on the advice and feedback provided by the Union and the University community. Within one (1) year of ratification a joint union management committee will meet to draft an outline of the training and finalize any program logistics.

9.3.3 Peer Facilitation. The training for Student Workers will be facilitated by student employees whenever possible. Work done as a peer facilitator will be paid.

For WWV:

WV

6/3/26

at 8:48 pm

For WAAV:

2026-06-03

8:47 pm

WV

Sophia Maxford

Sophia Maxford

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MEMORANDUM OF UNDERSTANDING
BETWEEN
Western Washington University
AND
WAWU

During negotiations for the 2024-2027 successor agreement, the parties reached agreement on a program for the following regarding Article 9: *Sexual Harassment and Prevention Training*. The pilot program will expire on September 15, 2027 unless mutually agreed by the parties.

The University and Union shall jointly offer and make available in-person sexual harassment prevention and response training for incoming Student Workers.

The University and the Union will meet during the 2026 Summer Quarter to discuss the goals, including the training plan, of the EPIC program for the upcoming Academic Year.

Content of trainings:

- Training shall focus on preventing sexual harassment and discrimination and responding appropriately to it when it does occur. The training shall include skill building, shifting behaviors, and bystander intervention strategies.
- Training shall include identification and discussion of intersectional power dynamics in Student Worker situations.
- The content of training will be developed and modified over time jointly between the University and the Union.

Peer Facilitator Hiring:

- TR JK
- An eligible ~~graduate~~ ^{and verified} student will be hired through the open hire process. The hiring committee shall consist of two (2) Union representatives, one (1) Academic Department representative, one (1) Operational Department representative, and one (1) CRTC representative. The University and the Union shall jointly agree upon the Student Workers to be appointed as trainers.

- Preference shall be given to candidates who can commit to at least one Academic Year.

Delivery of training:

- The University will strongly encourage all incoming Student Workers to attend EPIC training.

For WWU:



6/3/26

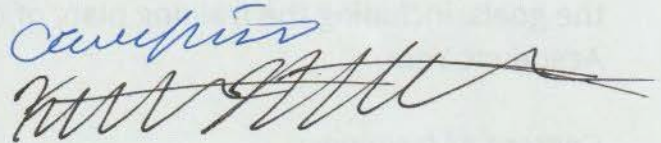
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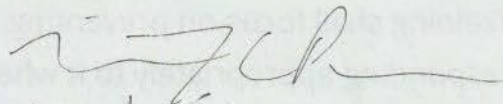
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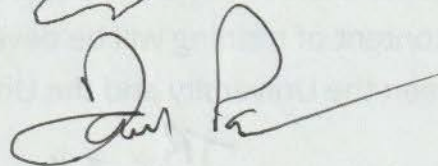


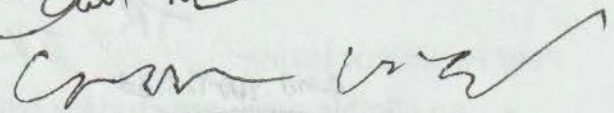

sophia Maynard

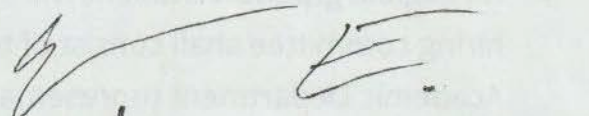

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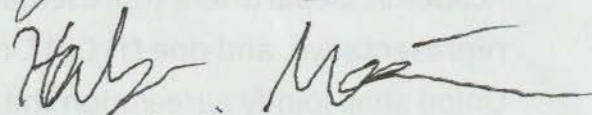

Sophia Maynard













**WWU TA PROPOSAL RE: POST-TRAUMATIC EVENT MENTAL HEALTH
PROTOCOL
Article 10: Health and Safety**

05/29/26

Page 1 of 3

10.1 Responsibility for Safety. The University, Student Workers ~~ESEs~~ and the Union share responsibility for workplace safety. Student workers shall not be required nor will student workers work in an unsafe environment. All work by a student worker shall be performed in conformity with applicable safety standards. Should a student worker become aware of a condition they believe is unhealthy or dangerous, they shall immediately report the condition to a supervisor and/or the Environmental Health and Safety Department.

10.2 Right to Information. As required by applicable law, the University will make available information to student workers about hazards and potential hazards in their workplaces and rest facilities. The University's website addressing workplace hazards and safety information can be found here: <https://ehs.wwu.edu/>. Safety information relevant to specific student worker positions will be introduced during orientation and training.

10.3 Safe Working Environment. The University will provide a work environment that complies with applicable safety standards established by the Washington Industrial Safety and Health Act (WISHA) or other controlling authority.

10.4 Safety Equipment. Required safety devices, personal protective equipment, and safety apparel (which does not include normal clothing items), will be provided by the University.

10.5 Safety Training. The University will provide Student Workers ~~ESEs~~ with orientation and/or training to perform their jobs safely. In addition, if necessary, training will be provided to student workers on the safe operation of equipment prior to use. Student workers may raise with their supervisor concerns regarding job safety. If the concerns are not sufficiently resolved by the supervisor, the University will, upon request by the Student Worker, promptly conduct a safety assessment of the Student workers ~~ESE's~~ work responsibilities through the University's Environmental Health and Safety Department.

10.6 Supplemental Training. Employees not required to be trained/certified in first aid, CPR, and/or mental health first aid may request this training, with supervisor approval. The

University encourages as many employees to be current in first aid, CPR, and mental health first aid training as is reasonably practicable.

10.7 Rest Facilities. Access to adequate lunchrooms, washrooms and toilet facilities will be provided and available for use ~~by~~ of Student Workers ESEs, regardless of gender. These facilities are not to be used for any other purpose (e.g., storage, office space, etc.) which would render them inadequate.

10.8 Health and Safety Committee. The Union may select a representative who will sit on the University-wide Central Health and Safety Committee. The Union-Management Committee (see Article 32) shall also be empowered to discuss health and safety issues.

10.9. Post-Traumatic Event Response Protocol. In the event a Student Worker(s) experience has direct exposure to a traumatic event(s)(as defined by Section 10.9.5)4-while on shift, or in their workplace,-the University shall immediately initiate the following protocol.

10.9.1. Outreach from Direct Supervisor or University Resource. A direct and relevant supervisor and/or applicable University Resource utilizing confidentiality of the impacted student worker(s) shall reach out via email within 24 hours of learning of a traumatic event(s). This communication must include information about all available resources, including workers compensation and the benefits and protocols outlined within this Agreement.

10.9.2 Mental Health Support and Paid Leave. Notwithstanding any time-loss compensation, mental health care, or other form of support provided pursuant to a Student Worker's workers' compensation claim, The University may provide paid leave, mental health or other support through the appropriate University resource at no additional cost to the Student Worker for the duration of the eligible Student Worker's needs. Student Workers are encouraged to avail themselves of services available through the WWU Counseling and Wellness Center in addition to any mental health providers that are requisite for their workers' compensation process.

~~**10.9.2 Mental Health Support.** The University shall may provide immediate and ongoing mental health support via through the Counseling and Wellness Center through their Campus Crisis standard rapid response services appointments at no additional cost to the impacted eligible student worker(s). Mental health support may be provided for the duration of the impacted student worker's needs, as determined~~

by the counselor providing care for the duration of any affected the eligible student worker's needs.

10.9.3 Paid Leave. The University may consider provide paid leave on a case by case basis to an all impacted Student Worker(s). This leave shall commence at the time of the incident, and continue at least until the first appointment the Student can attend at the Counseling and Wellness Center (CWC). The University shall implement all subsequent clinical recommendations from the CWC regarding modified duties, workplace accommodations, or extended leave to ensure a safe return to work.

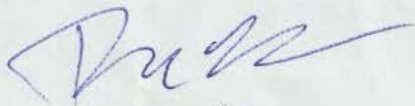
Paid Leave. The University will provide all impacted student worker(s) with additional paid leave as determined necessary by a mental health provider, at a minimum of 40 hours with no loss of compensation or benefits.

10.9.345. Working Group Employee Input. On an annual basis, the union may request to meet with the University to will assess the success of this protocol and provide feedback. in an accessible working group meeting with the Union. This assessment will be used to inform and improve the future implementation and effectiveness of this protocol. The University will make reasonable and accessible efforts to solicit the input of each impacted student worker to ensure this protocol has met their support needs.

10.9.4. Traumatic Event. A single traumatic event will be defined by WAC 2936-14-300. Examples of single traumatic events include:

- A. Actual or threatened death, actual or threatened physical assault, actual or threatened sexual assault, and life-threatening traumatic injury.
- B. These exposures must occur in one of the following ways:
 - (i) Directly experiencing the traumatic event;
 - (ii) Witnessing, in person, the event as it occurred to others; or
 - (iii) Extreme exposure to aversive details of the traumatic event

For WLU



5/29/26

at 10:05am

For WAWU 10:06
2026-05-29


Sophia Maynard


Haley
Ale Benin

Tentative Agreement 4/6/26

Article 11 – Workspace and Materials

11.1 Access to Workspace and Materials. Student Workers ESEs shall have access to workspaces, materials, services and equipment as needed and appropriate to perform duties of the job as outlined in the job description. Workspaces, materials, services and equipment to which access may be provided include, but are not limited to: storage, laboratory space, office supplies, a computer, internet access, software, printing, personal protective equipment and specialized clothing.

11.2 Notice of Changed Work Site. If feasible, the University will provide an Student Workers ESEs with at least thirty (30) calendar days' notice before changing their work site (e.g., from the University's main campus to another location). In the event thirty (30) calendar days' notice is not feasible, the Student Workers ESE shall be notified as soon as reasonably practicable.

For WU



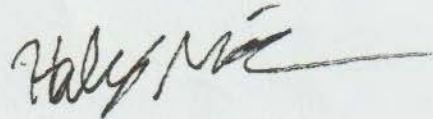
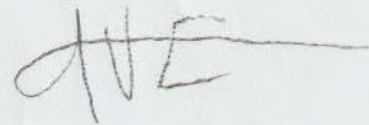
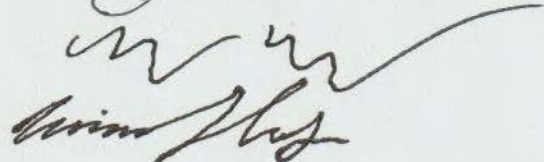
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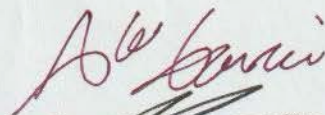
For WLU



4-6-26



Sophia Maynard



WAWU copy
10:00 AM

WWU TA ARTICLE 12 – TRAVEL
ARTICLE 12 – TRAVEL

05/11/2026

12.1 Reimbursements and Per Diems.

The University shall reimburse ~~ESEs~~ Student Workers for travel and per diem expenses required for employment in accordance with this Agreement, Washington State law/regulations and University policies and practices. University policies regarding travel can be found here: <https://policy.wvu.edu/Subject/Travel>.

12.1.1 Employees who use their personal vehicle for approved business travel will be reimbursed for mileage and parking fees incurred during such use.

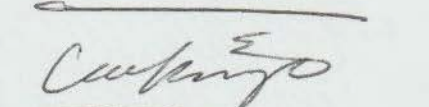
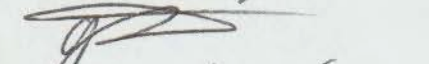
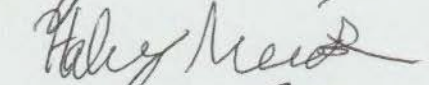
12.2 Notification and Approval. ~~ESEs~~ Student Workers must obtain prior approval through the University's travel authorization process for business travel. Unpaid travel shall not be required.

12.2.1 ~~ESEs~~ Student Workers shall be provided with written instructions describing the reimbursement and per diem policies and practices at the time of their hiring as well as a reference to the University's travel procedures which can be found here: <https://business-services.wvu.edu/travel-services/resources-travel>.

12.3 Timelines for Reimbursement. ~~ESEs~~ Student Workers shall be reimbursed for approved travel expenses within thirty (30) calendar days of submitting a properly completed reimbursement request, in accordance with university policies, as found here: https://business-services.wvu.edu/files/202010/Create%20an%20Expense%20Report%20with%20Screenshots_22Oct20.pdf ~~as follows: the reimbursement request.~~

For WWU

5/11/26
at 10:01am

For WAWU


Halley Meier


Chris Miller

Article 13 – Professional Development

13.1 Professional Development. The University regards student employment as a form of professional development. **Student Workers ESEs** are encouraged to discuss with their supervisors their professional development goals and may submit requests to their supervisors for additional professional development opportunities.

13.2 Course Evaluations. Course evaluations will be administered for **Student Workers ESEs** in teaching positions according to department practices. Results of the course evaluation process will be provided to the **Student Worker ESE** within six (6) weeks of the University's receipt of the completed evaluations.

13.3 Performance Evaluations. A Performance Evaluation is an assessment of the **Student Worker's ESEs** performance of job duties and responsibilities. The University will determine the format of performance evaluations, including any standardized forms. The **Student Worker ESE** will be provided an opportunity to discuss the contents of the review with the supervisor prior to it being finalized.

13.3.1 Performance Evaluations should be completed at least once **per academic a year for student employees who have a continued appointment to the same position for two consecutive quarters.**

Student Workers
13.3.2 **ESEs** shall be informed at least two (2) weeks in advance of performance evaluations.

13.4 Supervision. **Student Workers ESEs** and their supervisors are expected to communicate and/or meet as necessary to provide job direction.

13.5 Nothing will preclude the University from enhancing the professional development and/or career counseling programs or the professional development lectures/workshops provided to **Student Workers ESEs**.

For WLU
[Signature]
4/6/26

W E.
[Signature]

For WLU
[Signature] 4-6-26
[Signature]
[Signature]
[Signature]
[Signature]
Sophia Maynard [Signature]

WWU TA PROPOSAL: DISCIPLINE OR DISMISSAL

Article 14 – Discipline or Dismissal 4/27/26

14.1 Just Cause. All disciplinary actions for Student Workers ESEs shall be for just cause.

14.2 Rehire, Renewal and Academic Performance. The cessation of an appointment at the end of its designated period is not subject to the just cause requirement. Discipline or dismissal as used in this Article refers to actions taken involving job-related misconduct or job-related poor/non-performance and does not include appointment cessation, decisions regarding rehire or renewal, or any action based on academic performance. No decisions made by the University concerning academic discipline or dismissal of a student are subject to this Agreement.

14.3 Allegations of Misconduct. For disciplinary matters arising out of an allegation of misconduct by a Student Worker n-ESE, the Student Worker ESE will be given an opportunity to respond to the allegations before a final disciplinary determination is made.

14.4 Corrective Action. The University supports the resolution of job-performance issues through corrective action in the form of coaching, counseling and, where appropriate, performance improvement plans. Corrective action is not considered discipline but is rather an effort to resolve performance issues short of discipline.

14.5 Types of Disciplinary Actions. Disciplinary actions are as follows: written reprimand, suspension without pay, a performance-based job transfer, or dismissal (or termination) during the term of an appointment. Disciplinary actions will be labeled as such.

14.6 Notification of Disciplinary Actions. For disciplinary actions that will not result in a suspension or dismissal, the Student Worker ESE and the Union shall be provided with a copy of the disciplinary action. The Student Worker ESE may request a conference with a Union representative and the supervisor to discuss the discipline prior to the disciplinary action being placed in the Student Worker's ESE's file, but not later than fourteen (14) days from the receipt of the copy of the disciplinary action.

14.7 Pre-Disciplinary Procedure for Serious Discipline. If the University contemplates suspension or dismissal as a disciplinary consequence, the University shall:

14.7.1 Notify the Student Worker ESE and the Union in writing of the contemplated disciplinary action. The notice shall include a statement of reasons for the contemplated action, which shall include the nature of the alleged violation, the level of discipline contemplated, notice of a right to a pre-disciplinary meeting, and notice of the right to Union representation. Upon request, the Student Worker ESE shall be entitled to any relevant materials (such as an investigative report), although confidential information and witness statements may be withheld; and

WWU TA PROPOSAL: DISCIPLINE OR DISMISSAL

Article 14 – Discipline or Dismissal 4/27/26

14.7.2 Offer a pre-disciplinary meeting to be held with the supervisor making the disciplinary decision (or designee) at least three (3) business days after the written notice. In any such meeting the Student Worker ESE will be notified of the charges and given an opportunity to respond.

14.7.3 A pre-disciplinary meeting with the Employer will be considered time worked.

14.7.4 The Student Worker ESE and the Union will be provided with a copy of the final disciplinary decision.

14.8 Union Representation.

14.8.1 Upon request, an Student Worker ESE has the right to a Union representative during any investigatory interview conducted by the University that the Student Worker ESE reasonably believes could result in discipline of the Student Worker ESE. During any investigatory interview, a participating Union representative will have the opportunity to ask questions, offer additional information and counsel the Student Worker ESE but may not interfere with the University's right to conduct the investigation.

14.8.2 An Student Worker ESE shall also be entitled to Union representation at a pre-disciplinary meeting, at which the Union representative may speak on behalf of the employee and shall otherwise be entitled to represent the employee.

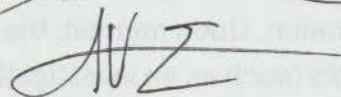
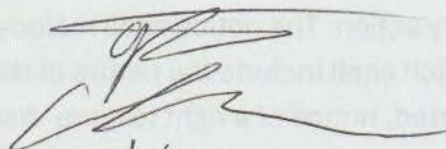
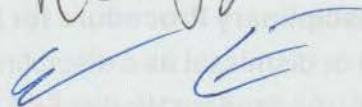
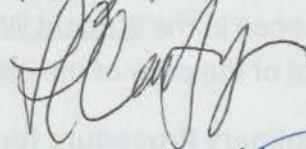
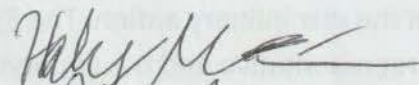
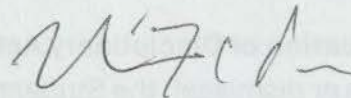
For WWU



4/27/26

at 9:52am

For the Union



Ale Garcia

Tentative Agreement 9/6/76

Article 15 – Personnel Files

15.1 Maintenance of Personnel Files. The University will maintain in the Human Resources Department one (1) personnel file for each employee. The personnel file shall contain information pertinent to an employee's qualifications, record of employment and other information required for business and legal purposes. Access to and use of information in the employee's personnel file shall be restricted to a business or legal purpose. Materials derived from any unknown or anonymous sources will be excluded from the personnel file. In addition to the official personnel file, the University may maintain, as needed, additional employee files relating to **Student Workers ESEs** including supervisory files, payroll files and medical files.

15.2 Disciplinary Documents and Performance Evaluations. **Student Workers ESEs** will be provided with a copy of disciplinary documents or performance evaluations that are placed in their personnel file within five (5) business days of their insertion.

15.3 Review of Personnel Files. **Student Workers ESEs** shall have the right to examine all materials contained in their personnel file. The Union shall be permitted to review personnel files with the written consent of the individual **Student Worker ESE**. Personnel file reviews shall be conducted in the presence of a Human Resources representative during business hours. The personnel file shall be made available for review within five (5) business days of the request.

15.4 Requesting copies of Personnel Files. Upon request, the **Student Worker ESE** shall be provided a copy of any materials in their personnel file. The University may charge a fee, equivalent to what the University charges for a public records request, for copying any materials beyond the first copy requested by the **Student Worker ESE** or their representative.

15.5 Requests for Removal of Material. **Student Workers ESEs** will have the right to request the removal or correction of material that the **Student Worker ESE** believes to be false, frivolous, irrelevant, or to have been improperly included in their personnel file. The AVP of Human Resources or designee will provide a written response approving or denying any such request within ten (10) business days of its receipt. Adverse material or information related to alleged misconduct that is determined to be false, and all such information in situations where the employee has been fully exonerated of wrongdoing, will be promptly removed from the employee's files; provided that the University may maintain copies of this information in a legal defense file. **Student Workers ESEs** may also attach a concise rebuttal statement to any item in the files, and may submit for insertion into their personnel file a reasonable amount of job-related material reflecting on their performance.

15.6 Grievance Files. Files relating to grievances will be maintained separate from employee performance and disciplinary materials and no reference to grievances shall be placed in an individual's personnel file.

15.7 Confidentiality. All materials in the personnel file of an **Student Worker ESE**, including supervisory job performance evaluations, shall be confidential except as required to be publicly available under State and/or Federal law. When documents in an employee file are the subject of a public disclosure request under RCW 42.56, the Employer will provide the employee with a copy of the request at least seven (7) calendar days in advance of the intended release date.

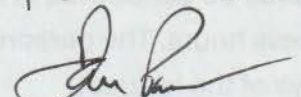
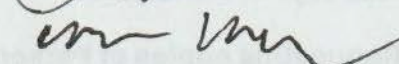
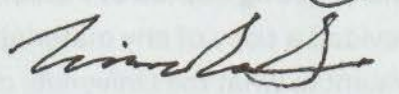
15.8 Employment Verification. Upon the **Student Worker's ESE's** written request/release, the University will respond to employment verification inquiries within five (5) business days of the request.

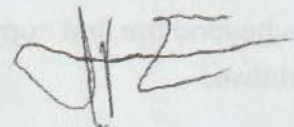
15.9 Continuation of Rights. **Student Workers ESEs** shall have the same rights to their Personnel Files as conferred by this Article for as long as the University maintains a Personnel File, regardless of current employment status as an **Student Worker ESE**.

For WWU


4/6/26 at
9:46am

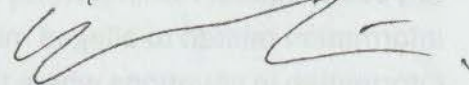
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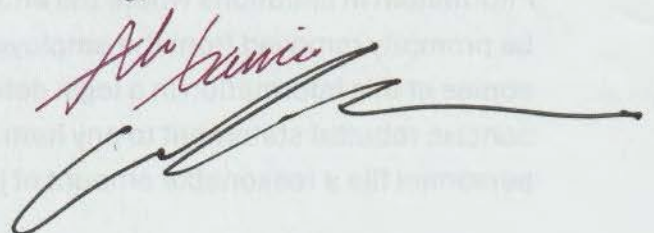
 4-6-26





Kelly Meese

Sophia Maynard





W A U V T A

WWU COUNTER PROPOSAL:

ARTICLE 16 – LAYOFFS

05/29/26

Page 1 of 2

16.1 Notice. If an individual accepts a Student Worker ~~an ESE~~ appointment and it is subsequently eliminated prior to its end date, or there is an ongoing and involuntary reduction of the hours (more than four weeks) of the appointment below the range identified in the appointment letter, the University shall notify the affected individual and the union at least one (1) month in advance of any resulting layoff or hours reduction. In the event that the layoff or hours reduction is the result of a closure of all or part of the University's operations because of a public health or other emergency condition, notice will be provided with a minimum of ten (10) business days.

16.2 Salaried ESEs. For Student Workers ~~ESEs~~ in salaried positions whose positions are affected by a layoff or involuntary reduction in hours, the University will:

16.2.1 End or reduce the appointment no sooner than the end of the quarter in which the notice of layoff is provided; and

16.2.2 Use its best efforts to place the affected Student Worker ~~ESE~~ in another salaried, bargaining unit position with a similar term and, if possible, similar compensation.

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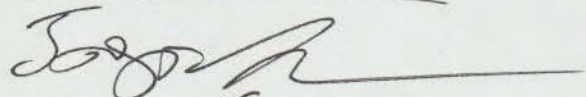
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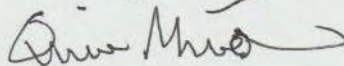


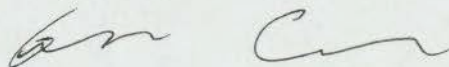
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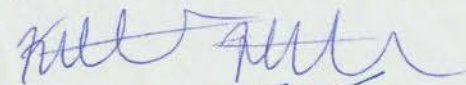
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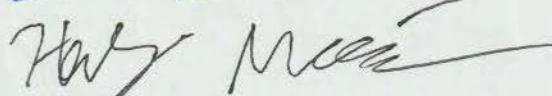


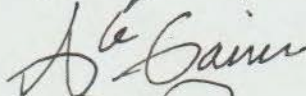


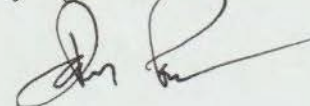












ARTICLE 17 – WORKLOAD

- 17.1 Salaried Graduate School Student Workers ESEs.** Salaried Student Workers ESEs with a 50% FTE appointment will not be required to work more than an average of twenty (20) hours per week, and shall not exceed thirty (30) hours in a given week except by written mutual consent of the Student Worker ESE and supervisor. Standard salaried Student Worker ESE appointments include approximately eleven (11) weeks of work per quarter (e.g., teaching assistantships require work a few days before the start of class and through the submission of grades following finals). Compensation for such salaried appointments will be paid over a 13-week period.
- 17.1.1 Alternate percentage appointments for salaried Student Workers ESEs will be directly proportional to the 50% FTE appointment in relation to average workload per week.
- 17.1.2 In the event that a salaried Student Worker ESE will have job responsibilities between academic quarters (such as after grades have been submitted), the Student Worker ESE may coordinate with their supervisor to take alternate time off during the quarter.
- 17.1.3 If the University determines that the workload associated with a salaried appointment is greater than the allocated FTE, the supervisor will either adjust the workload to the allocated FTE or, upon mutual agreement with the E Student Worker ESE, adjust the FTE of the appointment or add an additional appointment to address the additional workload.
- 17.2 Hourly Student Workers ESEs.** Hourly Student Workers ESEs will not be regularly required to work significantly more hours than the estimate or range specified in the appointment letter, or to work any hours for which they are not paid. Unless otherwise specified in the appointment letter, assigned workloads shall not exceed forty (40) hours in any one week, or more than eight (8) hours in any one day without prior written mutual consent by the Student Worker ESE and the supervisor.
- 17.3 Compensated Hours.** Any work assignment (including prep work), University required training as defined in Article 9, job-specific orientation, required meetings, required conferences, and tutee no-shows (including required duties that occur outside of the academic term) shall be considered time worked.

17.4 Meetings. Required meetings will be held during scheduled work hours remotely or in proximity to the worksite.

17.5 Multiple Positions. Student workers with multiple positions are responsible for managing their schedules, staying within the weekly hour maximum, and balancing competing requirements of their positions. Supervisors are not responsible for negotiating schedules with other campus departments. It is the responsibility of the student worker to inform their supervisor of scheduling conflicts.

17.65 Workload Issues. Issues related to workload can be discussed between the parties in the Union-Management Committee.

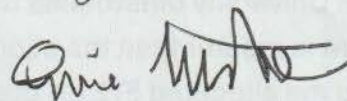
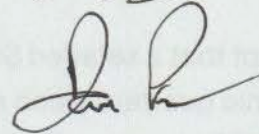
For WWU



5/15/26

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WAWU 2026-05-15 2:33PM



WAWU Counter Proposal: Holidays
Article 18: Holidays

05/11/26

00:00 AM

Page 1 of 1

18.1 Holidays. The following holidays are observed by the University.

- A. New Years Day
- B. Martin Luther King, Jr. Day
- C. Presidents' Day
- D. Memorial Day
- E. Juneteenth
- F. Independence Day
- G. Labor Day
- H. Veterans' Day
- I. Thanksgiving Day
- J. Native American Heritage Day
- K. Christmas Day
- L. Any newly established University holidays

18.2 Holiday Observance. Holidays that fall on a Saturday will be observed on the preceding Friday. Holidays that fall on a Sunday will be observed on the following Monday.

18.3 Holiday Schedules and Holiday Pay. Hourly Student Workers ESE's who are required to work on a day observed as a holiday will be compensated at one and one-half (1.5) times their regular hourly rate for all such hours. With approval of the supervisor, an Student Worker ESE may be permitted to work additional hours during a holiday week to avoid a loss of paid hours.

18.4 Floating Holidays. Student Workers shall be afforded two (2) Floating Holidays per academic year to use at their discretion, in which they are not required to work, provided they have approval from their supervisor or with fourteen (14) days' notice.

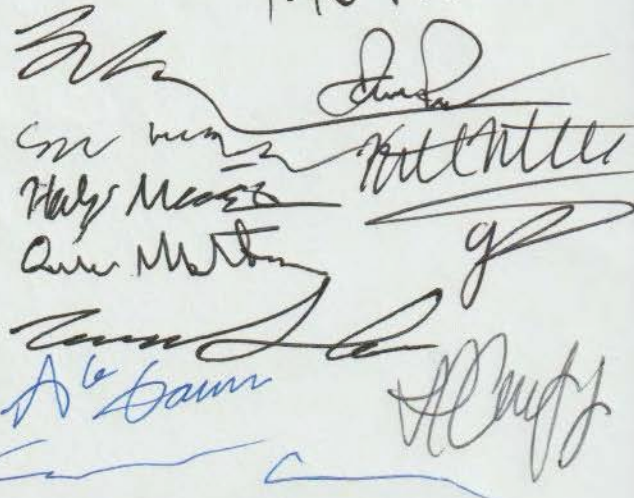
For WAWU



5/11/26

at 4:43p

WAWU 2026-05-11
4:40 PM



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WAVV TA

WAVV PROPOSAL LEAVES
Article 19

05/29/2026

00:00 AM

Page 1 of 2

19.1 Paid Family Medical Leave. Eligible employees are covered by Washington's Family and Medical Leave Program described in RCW 50A.04. Eligibility for leave and benefits is established by Washington law and is therefore independent of this Agreement.

19.2 Sick Leave.

19.2.1 A salaried Student Worker **ESE** whose appointment is 50% FTE will receive twelve (12) hours of paid sick leave per quarter awarded at the start of each appointment period. An eligible Student Worker **ESE** will be awarded sick leave on the effective date of the appointment. The amount of paid leave will be prorated for salaried Student Workers **ESEs** with appointments other than 50% FTE and/or appointment lengths other than an academic quarter.

19.2.2 The accrual rate for hourly Student Workers **ESEs** will be one (1) hour for every twenty (20) hours worked. Sick leave accrues at the end of the month and is available for use the following month.

19.2.3 Sick Leave may be used for:

- A. The employee's mental or physical illness, disability, injury, or health condition that has incapacitated the employee from performing required duties; to accommodate the employee's need for medical diagnosis, care, or treatment of a mental or physical illness, injury, or health condition; or an employee's need for preventive medical care.
- B. By reason of exposure of the employee to a contagious disease when the employee's presence at work would jeopardize the health of others.
- C. To allow an employee to provide care for a family member with a mental or physical illness, injury or health condition; care of a family member who needs medical diagnosis, care or treatment of a mental or physical illness, injury or health condition; or care for a family member who needs preventive medical care.
- D. When an employee's place of business has been closed by order of a public official for any health-related reason, or when an employee's child's school or place of care has been closed for such a health-related reason or after the declaration of an emergency by a local or state government or agency, or by the federal government.
- E. For bereavement or condolence.

F. When an employee requests to use sick leave for the purpose of parental leave to bond with a newborn, adoptive, or foster child. Sick leave for this purpose must be taken during the first year following the child's birth or placement.

G. For reasons related to domestic violence, sexual assault or stalking that affect the employee, the employee's family member or a person with whom the employee has a dating relationship.

H. To provide emergency child care for the employee's child.

I. Is legally authorized to work in the United States and is absent from work due to the involvement of the employee or employee's relative or household member in an immigration enforcement action.

19.2.4 For the purposes of this section, "family" members are any of the following:

A. A child, including biological, adopted, or foster child, stepchild, or a child to whom the employee stands in loco parentis, is a legal guardian, or is a de facto parent, regardless of age or dependency status;

B. A biological, adoptive, de facto, or foster parent, stepparent, or legal guardian of an employee or the employee's spouse or domestic partner, or a person who stood in loco parentis when the employee was a minor child;

C. A spouse;

D. A domestic partner, which includes those who are in registered domestic partnerships or in relationships composed of adults who are living together in a committed family relationship and have reciprocal duties to, and provide financial support for, one another;

E. A grandparent;

F. A grandchild;

G. A sibling.

H. An individual whose relationship with the employee creates an expectation of care by the employee and who depends on the employee for care.

~~I. A person with a significant relationship to the employee, whether or not that person would fall under a strict definition of immediate family~~

19.2.5 Once awarded, sick leave is available for use immediately. All sick leave requests must be submitted according to departmental procedures, which shall be described in writing, at the time of hiring and available on departmental websites. Unused sick leave is not paid at separation and is not eligible for shared leave donation. Sick leave frontloaded for salaried Student Workers ESEs expires at the end of each appointment period; previously accrued sick leave will be reinstated for an hourly Student Worker ESE who receives an additional hourly appointment within twelve (12) months of the termination of their previous appointment.

5/29 LAUV TA

19.3 Leave without Pay. Leave without pay for periods lasting more than three (3) workdays may be granted for circumstances outlined in Section 19.2.3. Student Workers ESEs seeking leave without pay must first use any available paid leave and submit a written request to the AVP of Human Resources or designee in advance of the requested leave if possible. Except as required by law, leave without pay will only be granted where the Student Worker ESE has a good faith intention of returning to employment. Requests for leave without pay pursuant to this Section will not be unreasonably denied. If the University grants unpaid leave to a Student Worker ~~an ESE~~ to whom the University provides paid health insurance, the University will continue to provide health insurance coverage for a maximum of twelve (12) weeks of unpaid leave during any academic year, provided that paid coverage will not continue beyond the end of the Student Worker's ESE's appointment. A Student Worker who is ~~n-ESE~~ returning from an approved leave of absence will be returned to their position for the remainder of their appointment if the position has not been refilled. If the position has been refilled, the University will use its best efforts to place the Student Worker ESE in a comparable position for the remainder of the term outlined in the original appointment letter.

19.4 Bereavement Leave. The University will grant Student Workers an ESE bereavement leave due to the death of a family member (as defined in Section 19.2.4). The period of leave for bereavement shall be up to three (3) calendar days per occurrence; the Student Workers ESE will be paid for the hours they were scheduled to work on the day(s) missed for bereavement leave, up to a maximum of eight (8) hours per bereavement occurrence.

19.5 Military Leave. Student Workers ESEs who are called to active military service will be provided leave from their current positions to fulfill their military obligations to the extent required by applicable law. Military leave will be paid to the extent required by applicable law and/or applicable University policy.

19.6 Jury Duty. Student Workers An ESE shall be eligible for a jury duty leave when summoned for required jury duty service. Student Workers ESEs are expected to provide notice to their supervisor when they receive a summons. Student Workers ESEs will be paid for scheduled hours missed due to jury duty. Verification of actual jury duty service shall be provided by the Student Workers ESE to the University upon request. Jury duty leave will not continue beyond the end date of the Student Worker's ESE's appointment.

19.7 Child Care Emergency. A child care emergency is defined as a situation causing an employee's inability to report for or continue scheduled work because of emergency child care requirements such as unexpected absence of a regular care provider,

AT 12-11-12 15/12

unexpected closure of the child's school, or unexpected need to pick up a child at school earlier than normal. Student Workers ESEs may use paid sick leave (as specified in Section 19.3.3 above) for child care emergencies.

19.8 Request for Leave and Coverage. Student Workers ESEs are expected to contact the supervisor to request leave as soon as the need for the leave becomes known but not less than one (1) working day in advance of the commencement of the leave, unless the leave is for an unanticipated circumstance. It is the University's responsibility to make appropriate alternative arrangements to cover the assignment where applicable.

19.9 Leave Without Pay for Reasons of Faith or Conscience. Leave without pay will be granted for reasons of faith and/or conscience for up to two (2) workdays per year as provided below:

19.9.1 Leave without pay will be granted for up to two (2) workdays per calendar year for reasons of faith and/or conscience and/or an organized activity conducted under the auspices of a religious denomination, church (or other religious organization), or other organizations of conscience.

19.9.2 Employees will only be required to identify that the request for leave is for a reason of faith or conscience.

19.10 Administrative Leave. The University may place a Student Worker ESE-on paid administrative leave without prior notice during a University investigation if, in the judgment of the University, the circumstances warrant promptly relieving the Student Workers ESE from all work duties and/or require removing the worker ESE from the premises.

19.10.1 The Union will be promptly notified when a Student Worker ESE is placed on paid administrative leave.

19.10.2 Paid administrative leave is not discipline.

19.10.3 While on paid administrative leave, Student Workers ESE's are expected to remain available. Student Workers will be given with reasonable notice, to respond to University requests or participate in investigatory processes as required during their normal working hours.

19.10.4 At the conclusion of an investigation, if no disciplinary action is taken, no record of administrative leave will be placed in the Student Workers ESE's personnel file.

5/29 WAWU TA - Article 101 Leaves

4:00 PM

For WAWU



5/29/24

4:00 PM

For WAWU

2026-05-29



Air Mailer

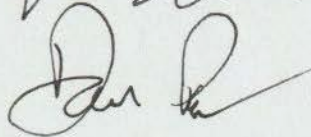


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WWU COUNTER PROPOSAL: IMMIGRATION

Article 20 Immigration

06/03/2026

Page 1 of 2

20.1 Immigration Support

The University will work with Student Workers to accommodate any appointments and/or hearings scheduled by federal immigration officials of the Department of State with respect to immigration or citizenship status of the employee, spouse, domestic partner, child, or parent, or to apply for a visa and/or seek other forms of immigration relief. With proper documentation, these accommodations may include granting up to three weeks of unpaid leave, the use of accrued leave, or an alternative work schedule for scheduled work missed. ~~due to such appointments and/or hearings.~~

20.2 Work Authorization.

20.2.1 No ~~ESE~~ Student Worker covered by this Agreement shall suffer any loss of job level or compensation due to any legal changes in the worker's name or social security number.

20.2.2 Reinstatement

- A. If during the term of an appointment a Student Worker ~~n-ESE~~ is unable to return to the United States as a result of their immigration status or for reasons outside of their reasonable control (e.g., administrative processing), and/or it becomes clear that the University is not able to lawfully continue to employ the worker a Student Worker ~~an-ESE~~ as a result of the worker's ESE's immigration status, the University will implement the following:
- a. Loss of Work Authorization. In the event it becomes clear that the University is not able to lawfully continue to employ a student worker ~~an-ESE~~ as a result of the worker's ESE's immigration status the University may initiate the release process described in Section 4 below.
 - b. Re-entry Disruptions. If a Student Worker's return to the United States is delayed or disrupted by government actions or requirements, the University will take reasonable efforts to provide the Worker with an alternative work arrangement for up to 90 days to perform the essential functions of their job until they are able to re-enter the United-States, as allowed by federal and state law. If an alternative work arrangement is not possible, the University may consider will provide unpaid leave or use of accrued leave as allowed by federal and state law. other arrangements made with the relevant supervisor for scheduled work.
- B. Release Process for Loss of Work Authorization or Disruptions to Re-Entry
- a. In the event that the University initiates the release process, the student worker shall be given a written notice of release. The notice shall:

- i. state how the employee has failed to comply with work authorization requirements;
 - ii. state that the employee has the right to respond, and to whom, within ten (10) calendar days from the date of issuance of release either orally or in writing; and,
 - iii. State the effective date of the action.
 - b. If the employee meets the legal requirements of providing work authorization to the University during the response period the University will reestablish their employment.
- C. Reestablishment of Employment
- a. If the Student Worker is able to obtain work authorization that permits them to work in a bargaining unit position within the time of their original appointment period or, in the case of re-entry disruptions, is able to return to the United States within the time of their original appointment period, the University shall reinstate the Student Worker if the position remains vacant or make reasonable attempts to meet with the Student Worker and the Union to re-assign the Student Worker as soon as practicable to any open equivalent position.
 - b. If the employee is not able to obtain work authorization that permits them to work in a bargaining unit position or is able to re-enter the United States within the time of their original appointment period, the University agrees to meet with the Union and the Student Worker to make reasonable efforts to re-employ the Student Worker for the following academic term. To be re-employed, the employee must provide valid work authorization.
- D. In the event that a Student Worker on an F-1 or J-1 visa has their visa revoked, the University will inform the impacted employee and the Union as soon as possible. The employee can request the appropriate federal documentation for reinstatement through the relevant office. The University will not unreasonably deny such a request for supporting documentation when the employee's visa has been revoked through no fault of their own, and any determination of reasonableness shall be based on the information available to the University at the time the request is considered.

20.3 Housing Support. The University will provide guidance and information **resources** regarding housing options to international students relocating to the U.S.

20.5 Legal Support Fund. Student Workers who are experiencing immigration concerns that impact their current or prospective employment with the University may shall be eligible for support offered through a the WWU pilot project for legal resources. administered by the Blue Resource Center. Upon implementation of a pilot, the Union will be provided the opportunity to

offer provide input on to the administration of the project. The University will take steps to ensure that funds available for this resource total at least \$10,000 by January 1, 2027.

20.4 Unlawful Treatment Protection. The University will request that a federal immigration agent or a Department of Homeland Security (DHS) agent comply with legal requirements before they may be allowed to interrogate, search or seize the person or property of any Student Worker while the Student Worker is on the University's premises.

20.4.1 In the event that the University is served with a validly executed Search or Arrest warrant, the University shall arrange for a questioning of the Student Worker to occur in a private setting.

20.4.2 The University will notify the Union and the Student Worker concerned immediately upon learning of an immigration investigation regarding a Student Worker or if federal immigration or DHS agents seek to question, search, or detain a Student Worker on University premises.

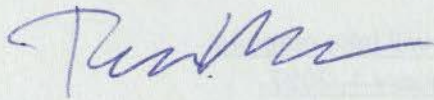
20.4.3 When the University becomes aware of Immigration officers on campus that poses significant disruption or poses a direct concern to the campus community, the University will endeavor to keep the community informed in a timely, accurate, and responsible way.

20.6 Privacy. The University will not release a Student Worker's immigration status or related information contained in personnel files without the Student Worker's consent, unless required by federal or state law or pursuant to a judicial warrant or subpoena. In the event that the request be specific to a Student Employee, the University will notify said employee and will request the consent of the employee to share the notification of the warrant or subpoena with the Union unless prohibited by law.

20.7 Contract Provision. The University will furnish a copy of this agreement to any Student Worker terminated because they are not authorized to work in the United States of America.

20.8 Continuing Concern. In the event of any change in federal, state, or local immigration laws, regulations, court rulings, enforcement practices, or government requirements that materially affects the procedures outlined in this Article, the parties mutually agree to meet at either party's written request, to determine whether any adjustments to these procedures are necessary to comply with the new legal requirements.

For WWU:



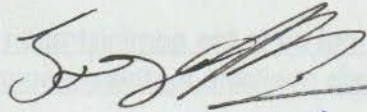
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at 8:48pm

For WAWU:

2026-06-03

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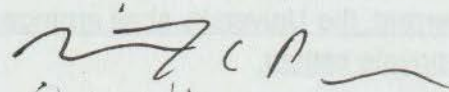




Sophia Maynard

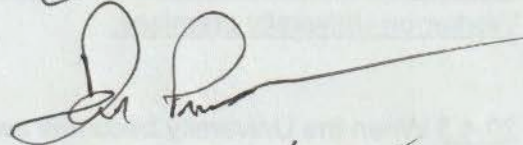
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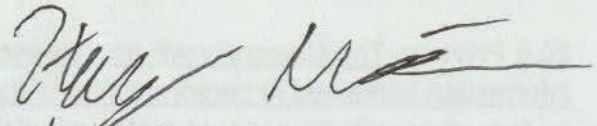
Quinn Muntz





Quinn Muntz





Alexander

WAWU TA: HEALTH CARE
Article 21: Healthcare

05/27/2026
Page 1 of 2

21.1 Benefits. Current medical, dental and vision benefits under the University's student health insurance plans are included in Appendix A.

21.2 Utilization Data. The University will provide the Union with utilization reports as they become available.

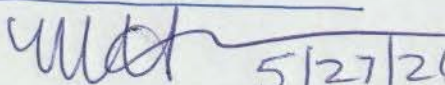
21.3 Joint Union – Management Meetings. The University and Union will meet at the start of the University's renewal process to discuss the status of all medical, dental and vision insurance plans used by Student Workers ESEs, including review of the plan, experience summary reports, plan census information, and trend information. Pertinent information shall not include proprietary data, formulas or personal health information.

21.4 Requests for Proposals. At the initial meeting in a renewal cycle, the University and Union will discuss whether to automatically renew the plan or initiate a Request for Proposals (RFP). The University may automatically renew the plan annually if the plan benefits do not change, with prior notice to Union. If the University initiates an RFP to determine the plan insurer, the University will consider proposals with input from the Union. The final determination will be made by the University. The University will provide the Union with the renewal plan documents and related filings with the Washington State OIC.

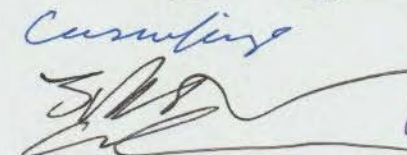
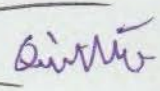
21.5 Employer Contribution. Graduate Student Workers in salaried positions of at least 0.25 FTE shall receive 100% premium coverage for the University-sponsored student health insurance, ~~vision, and dental~~ plans during the term of their appointment if they elect coverage. Graduate Student Workers-ESEs may, at their election and expense, insure dependents and obtain additional insurance offerings subject to the terms of the insurance plans.

21.5.1 Summer Quarter ~~An ESE A Graduate Student Worker who is eligible for the University-sponsored health insurance plan for Fall, Winter and Spring of the preceding academic year who is enrolled in the following academic year has a reappointment in the following academic year will receive the same premium coverage for the Summer Quarter.~~

FOR THE UNIVERSITY


5/27/26
HR Director

FOR THE UNION 6:50

 5-27
Cummings
 

WAWU:

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21.1 Research: Clinical medical research and other research in the University's research
health care plan are included in Appendix A

21.2 Registration Data: The University will provide the Union with registration reports as they
become available

21.3 Joint Union - Management Meetings: The University and Union will meet at the staff
of the University's research group to discuss the status of all medical, dental and vision
insurance plans used by staff. The University will provide a review of the plan, including
summary reports, plan details information and other information. The University will
also not include proprietary data, financial information or other information

21.4 Requests for Proposals: At the time of the proposal, the University will
Union will discuss with the University the plan of interest. The University will
Proposals (RFP). The University will not accept any proposal that is not in the plan
details do not change. The University will not accept any proposal that is not in the plan
submitting the plan. The University will not accept any proposal that is not in the plan
The first submission will be made by the University. The University will provide the Union
with the proposal and the Union will provide the University with the proposal.

21.5 Employee Contribution: The University will provide the Union with the
21.6 The University will provide the Union with the Union's contribution to the Union's
insurance plan. The University will provide the Union with the Union's contribution to the
coverage. The University will provide the Union with the Union's contribution to the
coverage and other information. The University will provide the Union with the Union's
coverage.

21.7 Insurance Coverage: The University will provide the Union with the Union's
University's contribution to the Union's insurance plan. The University will provide the
academic year who is a member of the University. The University will provide the
coverage. The University will provide the Union with the Union's contribution to the
coverage.

FOR THE UNION 12-20

FOR THE UNIVERSITY

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22.2 Dependent Care Advisory Committee. Within six (6) months of the effective date of this Agreement, the University will establish or designate a committee or subcommittee comprised of campus stakeholders and University representatives with the goal of improving access to affordable childcare, as well as other dependent-care related improvements. The Union will be permitted to appoint a representative to this committee.

For WWU
Pm pz
4/6/26 at
2:24 pm

For Valen

2:20 pm

4.6.26

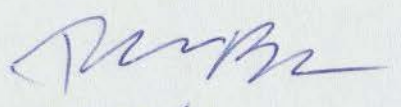
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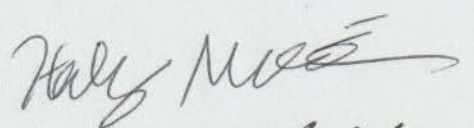
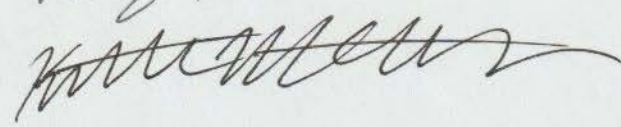
Article 23 – Housing

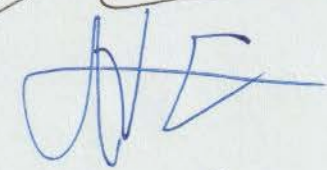
23.1 Shared Interest. The Union and the University share the concern that **Student Workers ESEs** and their families need safe, affordable and adequate housing.

23.2 WWU Housing. All **Student Workers ESEs** shall be eligible for University housing according to University policies and procedures.

23.3 Housing Safety Notification. The University shall provide notice to residents of known health, safety and security issues in WWU Housing, including but not limited to: unit maintenance, criminal activities, repairs.

For WWU

4/27/26
at 1:33 pm

For the Union


C. King

Sophia Maynard

WAWU TA: TRANSIT PASSES
Article 24: Parking and Transit

05/15/2026

Page 1 of 2

24.1 General Conditions. The University and the Union agree reducing the University's carbon footprint is a mutual goal.

24.2 Transit Passes. ~~Upon request, Student Workers an ESE who are working during a quarter in which they are not enrolled as a student, including summer, will be provided a transit pass covering bus transit on Whatcom Transportation Authority and Skagit Transit buses at no additional cost to the worker. The portion of the Active Transportation Fee that funds bus passes shall be reimbursed remitted for all Student Workers at the first pay period of Fall, Winter, and Spring Quarter. The Active Transportation Fee will be waived for all student workers. Requests must be submitted to Transportation Services.~~

24.2.1 Non-Enrolled Student Workers. ~~Upon request, a Student Worker who is working during a quarter in which they are not enrolled as a student, including summer, will be provided this transit pass.~~

24.3 Parking. ~~Student Workers~~ ESEs will be eligible to park in designated University parking areas in accordance with University policies and this contract. The University may establish and charge parking fees, assess fines for violations of motor vehicle and parking regulations, order the removal of vehicles parked in violation of regulations at the expense of the violator, and seek collection of any unpaid fines. The University will provide thirty (30) calendar days advance written notice to the Union of any proposed change or increase in annual or quarterly permits and hourly rates for parking access.

24.3.1 ~~In the event another group of University employees, not covered by this Agreement, is permitted to purchase employee-parking permits at a lower rate, the lower rate will automatically be applied to Student Workers. ESEs.~~

24.4 University Transportation Advisory Committee. The Union may name up to two (2) representatives (with the ability to cast a single vote) to serve on the University's Transportation Advisory Committee. Attendance at University Transportation Advisory Committee meetings by an appointed Student Worker ESE will be considered time worked.

24.5 Alternative Transportation

24.5.1. Discounts on Rental, Repair, and Maintenance. WWU will provide student workers with a 50% discount on repair, improvement, and rental of bicycles, e-bikes, and electric scooters from the WWU Outdoor Center.

24.5.2. E-bike or Electric Scooter Purchase Discount Program. Student workers who do not purchase a parking permit will receive a quarterly alternative transportation benefit of \$100 to maintain, repair or purchase a bicycle, electric bicycle, scooter, electric scooter or other green mode of transportation.

24.5.3 Carpooling Benefits. The University shall offer the option for parking at a discounted rate of 25% per person up to four total travelers. This is designed for Student Workers who commute to campuses and other University-affiliated sites. Verification of eligibility for carpool rates can be determined by the filing of a Carpool Eligibility Form. The form will be created by a mutually agreed criteria by the university and the union, and made available to students through Canvas. The criteria for eligibility may not be changed unless agreed to by both parties.

FOR THE UNIVERSITY

Uth 5/27/26
Hr director

FOR THE UNION 10:50

Tru Shet 5-27
Caroline
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King M...
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Hal M...
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Tentative Agreement 4/6/24

Article 25 – Accommodations

25.1 Accessible Workspaces. The Union and the University agree that it is a shared goal for all **Student Workers ESEs** to have accessible workplaces.

25.2 Reasonable Accommodations. The University shall provide reasonable accommodation to qualified **Student Workers ESEs**. This may include modification or adjustment to a job, work environment, policy, practice, or procedure that enables a qualified **An-Student Worker ESE** to complete the essential functions of the position. An interactive process shall be used to determine what, if any, reasonable accommodation will be made and to monitor the continuing effectiveness of the accommodation.

25.3 Interactive Process. **An-Student Worker ESE** who believes they may be in need of employment accommodation or support measures may notify their supervisor, department, or appropriate University office of their request.

25.3.1 When an **An-Student Worker ESE** makes a request under this Article, the parties will engage in an interactive process, which is an ongoing dialogue between the **An Student Worker ESE** and appropriate University representatives (e.g., supervisor, departmental administrator, department or unit head, a disability services representative, and/or other appropriate University administrators). Both the University and the **An-Student Worker ESE** are expected to participate in the interactive process in good faith.

WH 4-6-2024

25.3.2 Within five (5) business days of receiving an initial request for reasonable accommodations, the University will acknowledge the request, thus initiating the interactive process. Throughout the interactive process, the University and ESE will engage in reasonably timely communications, taking into consideration the **Student Worker's ESE's** unique circumstance, consisting of responses within no more than a week.

25.3.3 During the interactive process, the University considers information related to the essential functions of the job, the **Student Worker's ESE's** functional limitations and/or unique circumstances, possible accommodations, and issues related to the implementation of a reasonable accommodation. This information will be used by the University to determine the type of reasonable accommodation(s) that may be offered and the implementation process. If feasible, the University will present multiple options for reasonable accommodation to the

Student Worker ESE to consider, and the **Student Worker ESE** will determine which accommodation(s), if any, will be implemented.

25.3.4 Student Workers ESEs may involve a support person to assist in the interactive process, which may be a Union representative.

25.3.5 If requested by the **Student Worker ESE**, the supervisor/department administrator, in consultation with the appropriate University administrators may implement an appropriate temporary work adjustment that allows the **Student Worker ESE** to complete the essential functions of their job until the interactive process is completed.

25.4 Disability Related Accommodations.

25.4.1 If an **Student Worker ESE** believes they have a disability and are requesting a modification or adjustment to a job, work environment, policy, practice, or procedure, the **Student Worker ESE** should contact HR disability services. The disability services representative will engage in a dialogue about disability related limitations and possible reasonable accommodations with the **Student Worker ESE** and may request documentation from a health care provider explaining the extent of the **Student Worker's ESE's** disability related limitations and the need for accommodation. The definition of disability is included in the University's Accommodating Persons with Disabilities policy, which is available here: <https://policy.wvu.edu/POL-U1600.03-Accommodating-Persons-With-Disabilities>.

25.4.2 Options for reasonable accommodation may include, but are not limited to: assistive devices; modification of existing facilities; restructuring the job to eliminate non-essential job functions; and leaves of absence.

25.5 Pregnancy and Postpartum Accommodations. The University provides reasonable pregnancy and postpartum workplace accommodations.

25.5.1 The University will allow adequate reasonable break time for an **Student Worker ESE** to express breast milk when needed. **Student Workers ESEs** shall have access to spaces for the purpose of expressing breast milk which will be a private location (locked and with no view in from the outside), other than a bathroom. If no such designated space exists in reasonable proximity to an **Student Worker's ESE's**

work location, the University will work with the **Student Worker ESE** to identify a convenient location and work schedule to accommodate their needs. **Student Workers ESEs** shall also have access to a sink with soap for the cleaning and care of pumping equipment nearby the lactation space. In the event a lactation space does not have insulated storage for storing expressed milk, **Student Workers ESEs** should contact Human Resources to find an appropriate storage space.

25.5.2 The University shall maintain a web page listing the designated lactation stations. These lactation stations will be available to all **Student Workers ESEs**.

25.5.3 If requested by an **Student Worker ESE**, the University will allow the following as a pregnancy or postpartum accommodation (1) provide more frequent, longer, or flexible restroom breaks, (2) modify a no food or drink policy to allow for breaks to eat or drink, (3) provide seating or allow the employee to sit more frequently if their job requires them to stand, and (4) limit work-related lifting demands to not over seventeen (17) pounds or less without the need to provide written certification from a health care provider.

25.5.4 In addition, a pregnant **Student Worker ESE** may request other workplace accommodation(s). The University and the **Student Worker ESE** will engage in an interactive process and the University will consider, on a case-by-case basis and in accordance with applicable law, what if any accommodations will be made. The University may request documentation from a health care provider discussing the extent of the limitations and the need for additional accommodations not listed above.

25.6 Violence Related Safety Accommodations.

25.6.1 An **Student Worker ESE** may request reasonable safety accommodations in response to threats, an incident, or incidents of violence (e.g. sex and gender-based violence, intimate partner violence, sexual assault, or stalking). Reasonable safety accommodations may include, but are not limited to:

- A. leave from work, when other solutions are unavailable
- B. transfer, reassignment, and modified schedule
- C. changed work telephone number, changed work email address, and changed workstation

D. installed lock, implemented safety procedure, or any other adjustment to a job structure, workplace facility, or work requirement.

25.6.2 The University may request verification in support of a request for domestic violence leave but may implement support measures or accommodations in advance of receiving verification. Appropriate documentation can include:

- A. police reports or court documents
- B. an employee's written statement
- C. a statement from a provider, clergy, attorney, or advocate

For WWU
[Signature]
4/6/26 at
9:48am

For WWU
[Signature] 4.6.26
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[Signature]
Haley Meek
Sophia Maynard
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Ally Fairman
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TA

WWU Counter-PROPOSAL: ANTI-DISCRIMINATION AND HARRASSMENT

Article 26: Anti-Discrimination and Harassment

05/15/26

- 26.1 Non-Discrimination.** Neither the University nor the Union shall discriminate or harass any Student Worker ESE on the basis of race, ethnicity, color, national origin, age, citizenship or immigration status, pregnancy, use of protective leave, genetic status, sex, sexual orientation, gender identity, gender expression, marital status, creed, religion, veteran or military status, disability, the use of a trained guide dog or service animal by a person with a disability, union activity, or any other protected status as defined by applicable law or University policy.
- 26.2 Discriminatory, Gender-Based and Sexual Harassment.** The University prohibits discriminatory, gender-based, and sexual harassment. Definitions and examples of prohibited gender-based and sexual harassment can be found in the University's policy Ensuring Equal Opportunity and Prohibiting Discrimination and Retaliation which is available here: <https://policy.wvu.edu/POL-U1600.02-Ensuring-Equal-Opportunity-and-Prohibiting-Discrimination-and-Retaliation>.
- 26.3 Retaliation.** The University prohibits adverse action, which may include intimidation, threats, coercion, or discrimination against any individual because the individual has (or is perceived to have) made a report or complaint, or participated in an investigation, proceeding, or hearing under the University's policy Ensuring Equal Opportunity and Prohibiting Discrimination and Retaliation or this contract. Retaliation may include conduct that would discourage a reasonable person from reporting prohibited conduct.
- 26.4 Micro-Aggressions.** Micro-aggressions are everyday exchanges— including words and actions—that denigrate and exclude individuals based on their membership in a group or class of individuals. The Union and the University shall work to educate the campus population about microaggressions and to minimize the harm they may cause. The Union and University shall meet, upon request, up to three (3) times per calendar year to evaluate progress on this goal.
- 26.5 Workplace Behavior.** The Employer and the Union agree that all employees should work in an environment that fosters mutual respect and professionalism. The parties agree that inappropriate behavior in the workplace does not further the University's business needs, employee well-being, or productivity. All employees are responsible

for contributing to such an environment and are expected to treat others with courtesy and respect. Inappropriate workplace behavior by Student Workers, Faculty, supervisors, and/or managers will not be tolerated. If an ESE Student Worker believes they have been subjected to inappropriate workplace behavior, they are encouraged to report this behavior to the ESE's Student Worker's supervisor, a manager in the Student Worker's ESE's chain of command and/or the Human Resources Office.

26.6 Resolution Procedures.

26.6.1 Student Workers ESE's who feel they have been the subject of discrimination and/or harassment, including sexual harassment, in violation of Section 26.1 or Section 26.2, are encouraged to address these issues and seek resolution. Student Workers ESEs are encouraged to address these issues, if they feel comfortable doing so, by speaking to their supervisor or seeking assistance from the Civil Rights and Title IX Compliance Office ("CRTC"). If the CRTC deems these issues inappropriate for CRTC investigation, it will inform the Student Worker ESE and, if appropriate, refer the matter to another University office. Student Workers ESEs may also file discrimination complaints with appropriate state and federal agencies.

26.6.2 In cases where the Union or an Student Worker ESE files a grievance alleging discrimination or harassment, the University will forward the grievance to the CRTC. The Union and the University may, by mutual agreement, hold such a grievance in abeyance while the CRTC reviews the complaint.

26.6.3 Timeline. An Student Worker ESE shall have 120 days to submit a grievance alleging a violation of Sections 26.1 or 26.2 of this article. Both parties agree to work to ensure that these issues are reported and resolved as quickly as possible

26.6.4 When appropriate, the University will offer supportive measures when a complaint or grievance is filed related to harassment or discrimination. Supportive measures include measures designed to protect the safety of all parties and/or the University's educational environment and/or to deter sexual harassment or retaliation. Wherever possible, [H] these supportive measures shall should ensure Student Worker's ESEs' ability to continue working. If the University directs an Student Worker ESE to remain out of the workplace during an investigation, the Student Worker ESE shall be immediately placed on paid administrative leave as described in Section 19.10.

26.6.5 The University shall respond promptly to reports of behavior prohibited by this Article. Where there is a determination that discrimination or harassment has occurred, the University will take prompt and effective measures to remediate the discrimination or harassment.

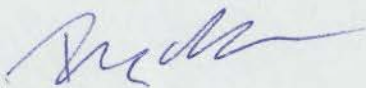
26.6.6 Representation. The Student Worker ESE (as a Complainant, Grievant, Respondent, or Witness) shall have the right to be represented by an advocate of their choice, including a Union representative, in any process conducted by the University relevant to this Article.

26.7 Equity Survey. When performing the campus climate assessment required by RCW 28B.10.147 the University shall collect Student Worker ESE status information. The University shall provide the results of the assessment to the Union.

26.8 Gender-Neutral Restrooms. The University and the Union recognize the importance of having safe and accessible restroom facilities. The University has committed to equipping newly constructed facilities with gender-neutral restrooms and a plan to update existing facilities over time as part of campus capital renovation projects. The University will maintain a map of gender-neutral restrooms on its website. Upon request, the University will provide an Student Worker ESE with the location of the gender-neutral restroom nearest to their worksite.

26.9 Policies. The University shall provide Student Workers ESEs with information about its non-discrimination and harassment policies during new employee orientation and through periodic employee trainings.

For WAWU



5/15/26

at 11:06 am

For WAWU

11:08 AM







Haley Meeks

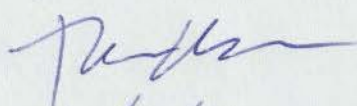


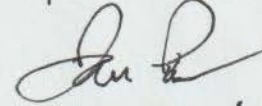
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Article 27 – Title IX

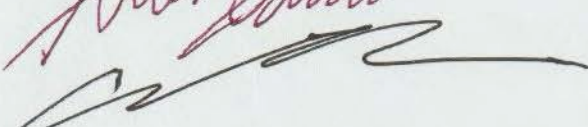
27.1 Pursuant to Title IX of the Education Amendments Act of 1972, institutions of higher education are required to develop policies and procedures to prevent and respond to sexual violence, to train employees and students in their rights and responsibilities under Title IX, and to properly process, investigate, and adjudicate sexual misconduct allegations. The University's policies and procedures incorporate specific requirements of the federal law and regulations governing processing of complaints, conducting investigations and adjudications, imposing disciplinary sanctions, and resolving appeals.

27.2 Following ratification of this Agreement, the University and the Union agree to meet and discuss: (a) whether and to what extent Title IX requirements impact certain discipline processes applicable to **Student Worker ESE** and appeals from those discipline processes; and (b) clarification of how discipline matters involving Title IX claims will be resolved.

For WLU

4/6/26

For WLU
 4-6-26
can you

NE
Haley Meier
Sophia Maynard

Allen Brann


**WWU Counter Proposal – Unions Rights
ARTICLE 29 – Union Rights**

05/15/2026

Page 1 of 4

29.1 Employee Reports. The University will provide the Union with the following reports, in spreadsheet format:

29.1.1 Monthly Each Pay Period a Jobs Report with one row per job in the bargaining unit, with the following information:

A. Employee Contact Information:

1. Name, including Preferred Name
2. Personal Pronouns, if self-reported
3. WWU Email
4. Personal Email, if self-reported
5. Address, W2/Employee Permanent
6. Phone, W2/Employee Permanent
7. Cell Phone, if self-reported
8. Medical Plan Enrollment

B. Job Information:

1. Job Status
2. Job Effective Date (the most recent change date)
3. Job Begin Date (the begin date of their job)
4. Job End Date (the end date of their job)
5. Job Title
6. Job Level (e.g. 1, 2, 3)
7. Job Class Code (e.g. hourly, salaried)
8. TimeSheet Organization
9. TimeSheet Approver Name
10. Last Paid Date
11. Job Percentage
12. Job FTE
13. Hourly Rate
14. Salary or Stipend Rate

29.1.2 Monthly Each Pay Period a Payroll Report with one row per job for which a unit member received payment during the pay period.
Information should include:

A. Employee Contact Information

1. Name, including Preferred Name
2. WWU Email

B. Job Identifying Information:

1. Position Number
2. Position Suffix
3. Job Title

C. Pay Information:

1. Regular Hours Logged
2. Sick Hours Logged
3. Pay Rate
4. Total/Gross pay

29.1.3 Monthly Each Pay Period a Report on Job Changes in Pay Period with one row per job change that occurred during the pay period, where job changes include any changes to Job Title, Job Level, TimeSheet Organization, Hourly Rate, Salary/Stipend Rate, FTE, Start Date, or End Date. Jobs that have been ended or marked inactive during this pay period should be included. Information should include:

A. Employee Contact Information:

1. Name, including Preferred Name
2. WWU Email

B. Job Identifying Information:

1. Position Number
2. Position Suffix
3. Job Title

C. Appointment Change Information:

1. Type of job change
2. Date of job change
3. Job Change Reason, as applicable
4. Current Job Status

29.1.4 Each pay period, a Union Dues Report with one row per employee in the bargaining unit in each pay period. Information should include:

A. Employee Contact Information:

1. Name, including Preferred Name
2. WWU Email

B. Union Dues:

1. Union Dues Deducted
2. Union VCAP Deducted
3. Union Initiation Fees Deducted

29.1.5 Each quarter, a Separation Report with one row per employee identifying **Student Workers ESEs** who were in the bargaining unit the previous quarter who **have graduated. who are no longer enrolled.**

29.1.6 The parties shall mutually agree to changes to the formatting, terminology, or source data of fields on these reports.

29.2 Release Time for Bargaining. The University shall provide paid release time from their regular working hours for up to seven (7) **Student Workers ESEs** designated by the Union for the purpose of bargaining a replacement agreement. **Student Workers ESEs** will coordinate with their supervisor(s) to minimize any disruption of their employment duties associated with their participation in bargaining.

29.3 Facilities Access.

29.3.1 The University's campuses and facilities may be used by the Union to hold meetings subject to University policies and procedures and payment of published rental charges, if any.

29.3.2 The University will provide space on designated, existing bulletin boards for the posting of official Union notices. Material posted on the bulletin board must comply with WAC 516-35-030 (governing the use of University property) and state ethics laws.

29.3.3 Union representatives will have access to the University's non-secure offices or facilities to carry out representational activities, provided that the representative's access will not interrupt the normal operations of the University. Unless otherwise permitted by this Agreement, **Student Workers ESEs** may not record as work time any time spent performing Union business.

29.4 Union Stewards. The union may elect or appoint union stewards:

29.4.1 The union will provide the university with the names and jurisdictions of its stewards.

29.4.2 The University will provide release time to a Union steward for representing an **Student Worker ESE** in an investigatory interview or disciplinary conference, participating in meetings with management as part of the grievance procedure, or participating on behalf of the Union in committee meetings with management that are identified in this Agreement. Stewards are expected to coordinate their use of release time in advance with their supervisors.

29.5 Publishing of the CBA on the University Website. The University will make a copy of this Agreement available on the University website, alongside the CBAs of the other unions at the University.

29.6 Orientations.

29.6.1 The University and the Union agree that every **Student Worker ESE** should have access to a union orientation when starting a new job.

29.6.2 ~~Effective September 16, 2024, the University~~ Human Resources will provide new hire orientations on a monthly basis that are scheduled in advance either virtually or in person. The Union will be provided a 30-minute time slot at these orientations to communicate with employees represented by the Union.

29.6.3 Upon advance request provided to Human Resources, the Union will be provided a 30-minute time slot at any workplace's new-hire orientation addressing a group of new bargaining unit employees. The Union will attempt to schedule directly with workplace supervisors wherever possible.

29.6.4 In workplaces that do not conduct group orientations for new employees, upon advance request provided to The Union or Human Resources, then the Union will be provided a 30-minute time slot and a space to hold a union orientation for new Student Workers ESEs.

29.6.5 Time spent by an Student Worker ESE attending a Union orientation session following their initial hire by the University will be considered time worked. Employees may only claim one union orientation as paid time.

29.7 **Supplies and Equipment.** The Union and its membership will not use state-purchased supplies or equipment to conduct Union business or representational activities. This does not preclude the use of the University's network for representational activities if the use complies with State ethics laws and regulations and does not disrupt or distract from the University's business.

29.8 **Union Materials.** The University will post on its Human Resource website Union-provided electronic versions of the Union's Welcome Packet and shall provide links to the packet to each new bargaining unit member during the hiring process.

For WAWU



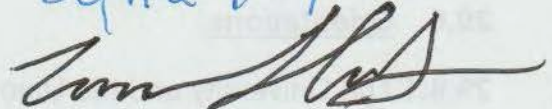
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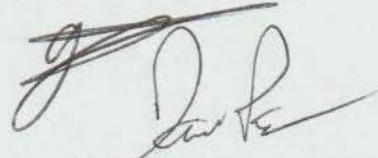
For WAWU



Sophia Maynard



Haley Meeker



Tentative Agreement 4/6/26 9:48am

Article 30 – Union Membership

30.1 Union Membership. Employees who are covered under this Agreement may choose to execute a Union membership and payroll deduction form.

30.2 Dues Authorization. Upon written notification to WWU Payroll Services from the Union of an **Student Worker's ESE's** written authorization, the University shall deduct Union dues and any initiation fees from each paycheck. The Union shall transmit to the Employer the name and Employee ID number of employees with new or changed deduction authorizations. The Employer will implement new or changed dues authorizations as soon as reasonably practical, but no later than the second payroll following its receipt of written notice from the Union.

30.3 Changes in Dues Amounts. The Union will provide the University forty-five (45) days' advance notice of a change in the amounts for membership dues and any initiation fees.

30.4 Revocation. If an **Student Worker ESE** contacts the University to request that payroll deduction be ended, the University will promptly refer the **Student Worker ESE** to the Union to process the request. An **Student Worker ESE** may revoke their authorization for payroll deduction of payments to the Union by written notice to the Union in accordance with the terms and conditions of their authorization. The University will end dues deduction no later than the second payroll after receiving written notice from the Union that an **Student Worker ESE** has revoked authorization.

30.5 Payment to the Union. The University will remit a payment for all deductions to the Union electronically at the end of each pay period.

30.6 Indemnification. The Union agrees to indemnify, defend and hold the University harmless from any and all claims, actions, or liabilities that arise out of or by reason of actions taken by the University pursuant to this Article, including reimbursement for reasonable legal fees or expenses incurred in connection with any such claim, action or liability.

For WWU
[Signature]
4/6/26

Sophia Maynard
[Signature]
Alyson

For WWU
[Signature] 4-6-26
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Haley Meitz

Tentative Agreement 4/6/26
9:49 am

Article 31 – Union Voluntary Community Action Program (VCAP)

31.1 Authorization for Voluntary Deduction. Upon presentation of a signed authorization form executed by an **Student Worker ESE**, the University agrees to provide a voluntary check off for the UAW Voluntary Community Action Program ("VCAP") in accordance with the following provisions:

31.1.1 The authorization form must be mutually agreed upon by the parties and contain specific WWU payroll language as determined by the University.

31.1.2 The UAW will verify the **Student Worker ESE** is an active dues paying member prior to submitting the VCAP authorization form to WWU Payroll Services.

31.1.3 The VCAP deduction will be divided equally between the two (2) monthly paychecks.

31.1.4 This provision is for regular recurring payroll deductions and shall not be used for one-time deductions.

31.1.5 An **Student Worker ESE** may discontinue the VCAP deductions at any time upon written notification to WWU Payroll Services. WWU Payroll will update VCAP deductions at the same time as union dues deductions.

31.1.6 VCAP collections less any processing charges will be remitted to the UAW VCAP on a per pay period basis.

For WWU
[Signature]
4/6/26

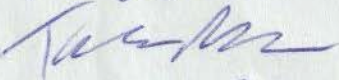
For WWU
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Haley Muehl
Sophia Maynard
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Alec Garsini

Tentative Agreement

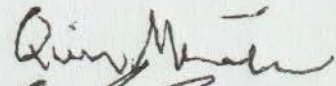
Article 32 – Union Management Committee

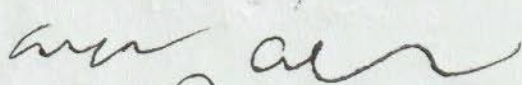
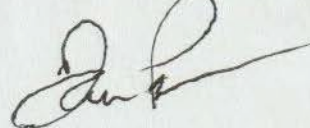
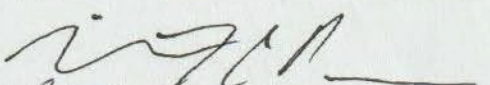
32.1 Purpose and Scope. A joint Union-Management Committee shall be formed to provide a forum for communication between the parties and to promote constructive union/management relations. Committee meetings will be used for discussions only. The Committee will have no authority to conduct any negotiations or modify the provisions of this Agreement. Issues subject to an active grievance will not be discussed in the Union-Management Committee meetings.

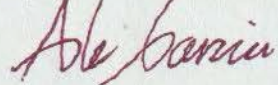
32.2 Committee Meetings. The Union-Management Committee will consist of up to five (5) individuals designated by WAWU-UAW and up to five (5) individuals designated by the University. Meetings will be held once an academic quarter (Fall, Winter, Spring, and Summer) at mutually agreed upon times and on an ad-hoc basis as needed. Agenda items will be exchanged at least two (2) business days prior to the meeting date.

For WAWU

Timothy Reynolds
4/3/26
11:49am

WAWU - UAW Local 4929




Sophia Maynard

Haley 


Tentative Agreement 4/6/26 9:50am

Article 33 – Management Rights

33.1 Rights. Management of the University is vested exclusively in the University. Except as otherwise provided in this Agreement, management rights of the University include the rights to:

33.1.1 Plan, direct and control all operations and services of the University, including its mission, strategic direction, service levels, staffing and resource requirements.

33.1.2 Develop, interpret, amend and enforce written policies, procedures, and reasonable rules governing the workplace.

33.1.3 Determine the methods, means and organization by which University operations and services shall be undertaken and accomplished.

33.1.4 Discipline or terminate employees for just cause.

33.1.5 Assign work and work locations and schedule the hours of work.

33.1.6 Establish the duties and responsibilities of employees.

33.1.7 Establish work performance standards and implement policies and procedures for evaluating the performance of employees.

33.1.8 Plan and implement any reductions in force, including the identification of the specific position(s) or job classifications affected by a reduction in force.

33.1.9 Recruit, hire and promote employees based on standards established by the University.

33.1.10 Require additional training and assign employees to complete any such training.

For WWU
[Signature]
4/6/26

Sophia Maynard

[Signature]
Alexandria

For WWU
[Signature] 4-6-26
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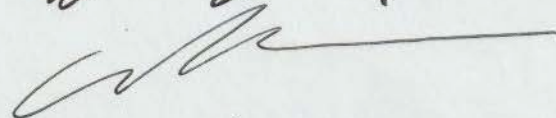
Article 34 – Strikes

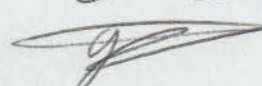
- 34.1 Nothing in this Agreement permits or grants to **Student Workers employees** the right to strike or refuse to perform their official duties.
- 34.2 Any action of an **Student Worker employee** in refusing to cross, for their own personal safety, a picket line at the University's premises in case of an officially declared and recognized strike by another employee union representing employees working for the University shall not constitute a violation of this Article, provided that such a decision shall be made freely by the **Student Worker employee** without coercion by either the University or the Union provided further that nothing herein shall preclude the University from continuing to operate the University with or without temporary replacement personnel. If an **Student Worker employee** chooses to not cross a picket line under this provision, and chooses to not be or cannot be reassigned to an alternate work location, the **Student Worker employee** must report time they are absent from work as leave without pay.

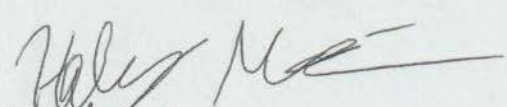
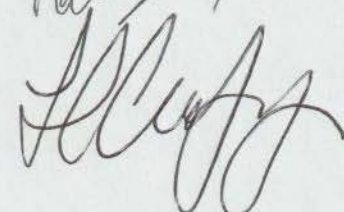
For WWU:

4/20/26
at 10:00 am

Union Side:
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4/20/26





WAWU Counter: Article 35 – Duration

06/11/2026
Package counter
5:50 PM

Page 1 of 1

35.1 Term of Agreement. This Agreement shall become effective and will remain in effect from the date of ratification by the parties until April 30th, 2028 unless extended by mutual agreement. ~~June 30th, 2028.~~ ~~April 30th, 2028.~~ ~~May 31st~~ ~~August 31st, 2028~~ ~~August 31, 2029~~ ~~April 30, 2028~~ ~~January 31, 2027.~~

35.2 Successor Agreement. Unless otherwise agreed, the initial bargaining session for the successor agreement will take place no later than February 1st ~~28th~~ ~~1st, 2028.~~ ~~March 31, 2029~~ ~~March 31st~~ ~~March 2028~~ ~~October 1, 2026.~~

TA

WWU COUNTER-PROPOSAL: Reclassification & Position Review

05/11/26

XXX **Position Review.** The supervisor/department head, or Student Worker may request that a Student Worker's position be reviewed when the requesting party believes that the basis of its request has become a permanent requirement of the position. A position may not be reviewed more often than once every six (6) months.

XX.1 The Student Worker and/or the Student Worker's immediate supervisor will complete and sign the appropriate form.

XX.2 The Student Worker or the supervisor will then send the completed electronic form to Human Resources. Within five (5) days of receipt, Human Resources will email a notice to the Student Worker of the date the completed position review request form was received in their office. Human Resources will review the completed form and provide the Student Worker written notice of the decision regarding the appropriate classification within ~~thirty (30)~~ sixty (60) calendar days of the date the position review request was received in the Human Resources Office. The notice will include applicable appeal rights.

XX.3. The University will investigate the position and issue a written response to the Student Worker or Student Worker's representative within ~~thirty (30)~~ sixty (60) calendar days from receipt of forms by Human Resources. A completed request is defined as the Student Worker completing all Student Worker portions of the reclassification forms. The response will include notification of the class and job level assigned when the position is reallocated, or notification of the reasons the position does not warrant reallocation when the request is not approved.

XX.4. If a Student Worker is reallocated to a lower job level, the Student Worker shall retain their current rate of pay, provided it falls within the **salary pay** range of the new position. If the current rate of pay falls outside the new range, the Student Worker shall be placed at the nearest step within the new range.

XX.5. Following receipt of the University's determination, a Student Worker may request reconsideration to the divisions appointing authority. The

University's allocation decisions will not be subject to the grievance procedure.

- XX.6. Any compensation increase as a result of a reclassification will be retroactive to the date that Human Resources received the position review request, that duties resulting in reclassification were first assigned, or the date that the original review request was submitted if the date increased duties were assigned cannot be determined.

For WWU



5/11/26

at 4:55pm

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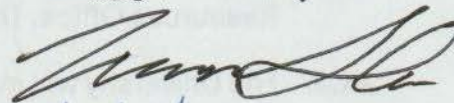
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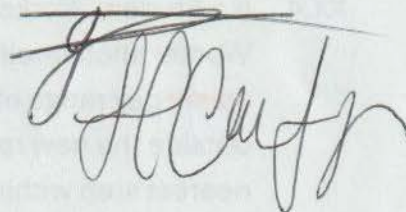
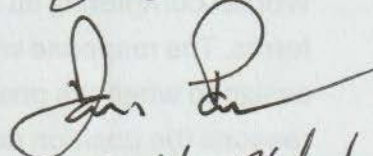
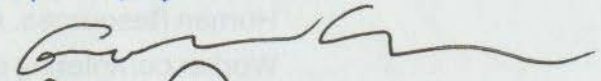
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5/20/24

WWU TA: ARTICLE XX - REMOTE WORK

05/20/26

Article XX. Remote Working. Remote work is the practice of performing required job functions from an out of office management approved location ~~home or another management-approved location.~~

XX.1 Remote Work Requests. Any Student Worker who believes that all, or part, of their position is suitable for remote work may request to work remotely by submitting a written request to their supervisor. or scheduling a meeting with their supervisor in which a Union Representative may be present. The supervisor will evaluate the Student Worker's request and will approve or deny the request in writing. Student Workers whose requests to work remotely are approved will be required to sign an agreement confirming expectations regarding their schedule, timekeeping, remote work environment, data/information security and other matters specific to their position. Student Workers may seek review of a denied request through Human Resources. Human Resources will provide a written response within two (2) weeks of a requested review. Management has the right to assign work and work locations per Article 33 (Management Rights). The University's decision to approve or deny a remote work agreement based on operation and business justification will not be subject to challenge through the Grievance Procedure. For grievances alleging a violation of this article, the arbitrator may not substitute their judgement for that of the University regarding the operational and business justification for denial of a remote work request.

XX.2 Remote Work Standards. Decisions regarding employee- or University-initiated modifications of a remote work agreement or requests for new remote work agreements shall:

- A. Not be arbitrary, capricious, or discriminatory, and
- B. Be applied consistently to employees within the same classification with substantially similar job duties within a department unless there is a project-based justification.

XX.3 Changes in Remote Work Status. Should the university request a Student Worker return to office from a fully remote position, a notice of fourteen (14) calendar days shall be provided before that Student Worker is expected to return.

For the University
24 May
HR Director

For the Union WWU
Haley Muth
NE